# NATIONAL CONFERENCE ON EXTENSION TRAINING

CHANDIGARH (Punjab)

October, 1964

OFFICE OF THE PRINCIPAL, RURAL ... CENTRE
14 JUN 1965
Ex. 
KRISHNAGAR
Ex 58/1
184
74

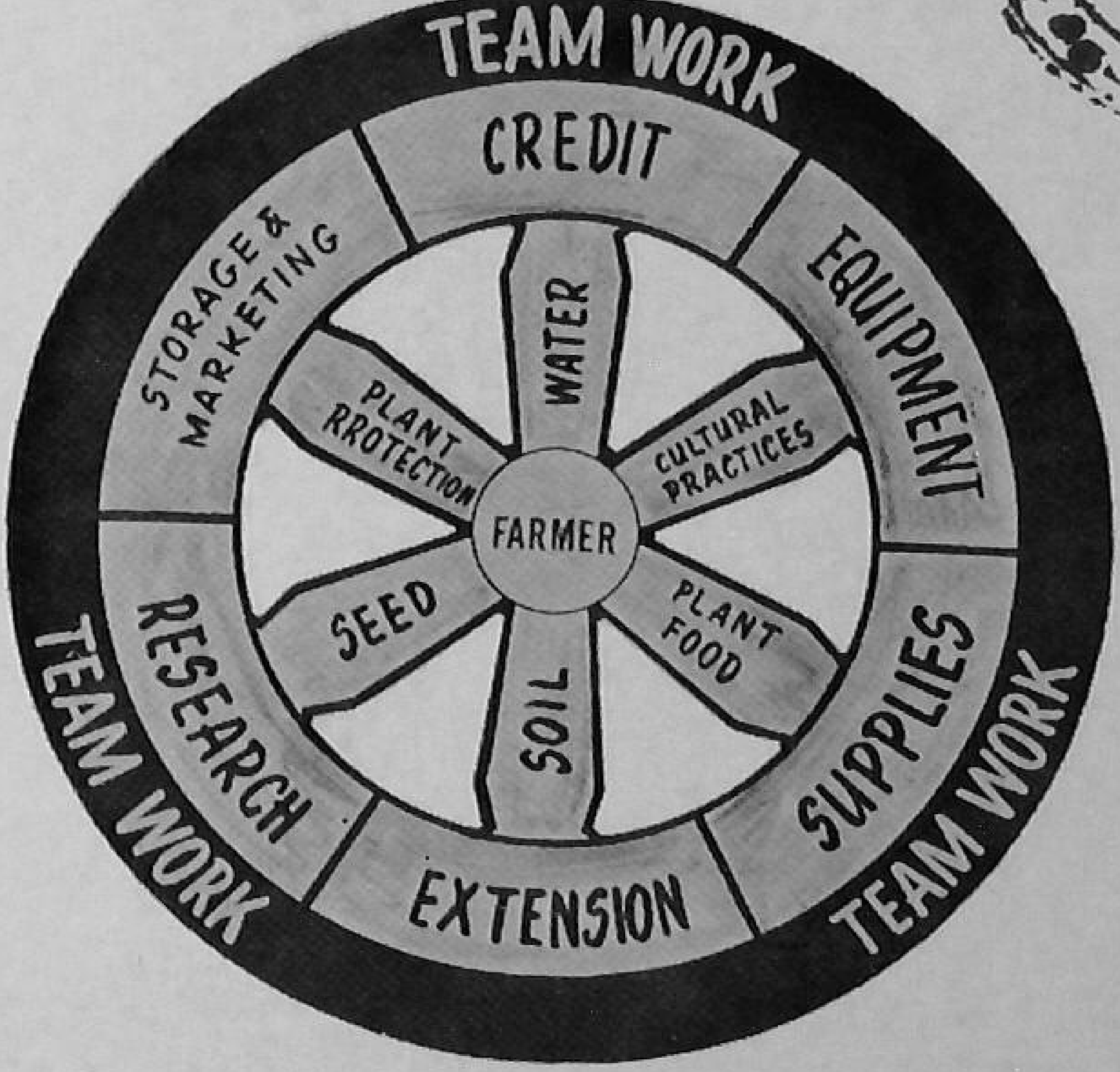
# MAIN RECOMMENDATIONS AND PROCEEDINGS

*Jointly sponsored & conducted by :—*

GOVERNMENT OF INDIA, DIRECTORATE OF EXTENSION AND U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT

OFFICE OF THE PRINCIPAL, ... CENTRE
14 JUN 1965

# INDIA'S WHEEL OF AGRICULTURAL PROGRESS




*The wheel is a fitting symbol of agricultural progress with the farmer as the hub, the elements he uses for crop production as the spokes, the institutions that provide him various services as the felloe and with team work in his behalf as the tyre. This should be a constant reminder to agricultural extension workers of their supporting role in India's intensive Agricultural Production programs.*

# CONTENTS

## NATIONAL CONFERENCE ON EXTENSION TRAINING (Chandigarh)

*October, 1964*


| | | |
|---|---|---|
| 1. | Foreword | 3 |
| 2. | Important recommendations for immediate action | 7 |
| 3. | Agenda Items | 15 |
| 4. | Programme of the Conference | 19 |
| 5. | Group reports : | |
| | i) Gramsevak & Gramsevika Training Programmes | 23 |
| | ii) Youth Programme | 41 |
| | iii) Foreign Training Programme | 47 |
| | iv) Farm Leader's Training Programme | 48 |
| | v) Miscellaneous Items | 50 |
| 6. | Speeches | 51 |
| 7. | List of participants | 66 |
| 8. | Conference staff | 71 |
| 9. | Steering Committee | 71 |
| 10. | Appendices | 72 |

# FOREWORD

The last National Conference on Extension Training was held at New Delhi in December, 1961 wherein a number of important recommendations were made to improve the content and quality of training being imparted to Gramsevaks and Gramsevikas. The implementation of these recommendations both by the Government of India and the State Governments, has made a definite impact on the qualitative aspects of training. Due to changed circumstances and increased emphasis on Agricultural Production through the adoption of improved practices and farm planning, it has become imperative to reorient the Extension Training Programmes and to gear them to agricultural production. Accordingly, it was decided to organise two regional seminars to be followed by a National Conference on Extension during the year 1964-65.

The first Regional Seminar for the Southern States viz., Kerala, Mysore, Madras, Andhra Pradesh, Maharashtra, Gujarat and Madhya Pradesh was organised at the Agricultural College, Hebbal (Bangalore) in June, 1964.

The Second Seminar was combined with the National Conference on Extension Training and was held at Chandigarh (Punjab) from 19th to 22nd October, 1964. The Conference was inaugurated by Hafiz Mohammad Ibrahim, Governor of Punjab. Dr. M. S. Randhawa, Director-General, Intensive Agricultural Areas and Special Secretary, to Government of India, presided. The main objective of the Conference was to review the various training programmes, reduce the gap between the training and the field conditions, and to evaluate experiences for further improvement in the quality of training. For the first time the programmes of returned foreign participants, farm leaders and International Farm Youth Exchange were included in agenda. A cross section of officials and non-

officials connected with Extension Training programme were invited to pool their experiences and to formulate recommendations to reorient all programmes towards increased agriculture production. The delegates, numbering 127, consisted of Development Commissioners, Directors of Agriculture, Directors of Training, Officers incharge of the Women's Programme, Principals of Gramsevak Training Centres, Chief Instructress of Home Science Wings, USAID, FAO, Ford Foundation Experts, returned participants, farm leaders and IFYES.

The participants were divided into six Work Groups to examine the various items included in the Agenda. The groups were so constituted that there was a fair representation of various categories of participants. Each group was provided with an expert to act as a consultant. The first two days of the Conference were devoted to group discussions and to the formulation of recommendations, keeping in view the delibrations of the Hebbal Seminar. The third day was utilised for a field trip to places of agricultural interest. The recommendations made by various groups were discussed in the plenary session on the last day and were used to formulate the final recommendations.

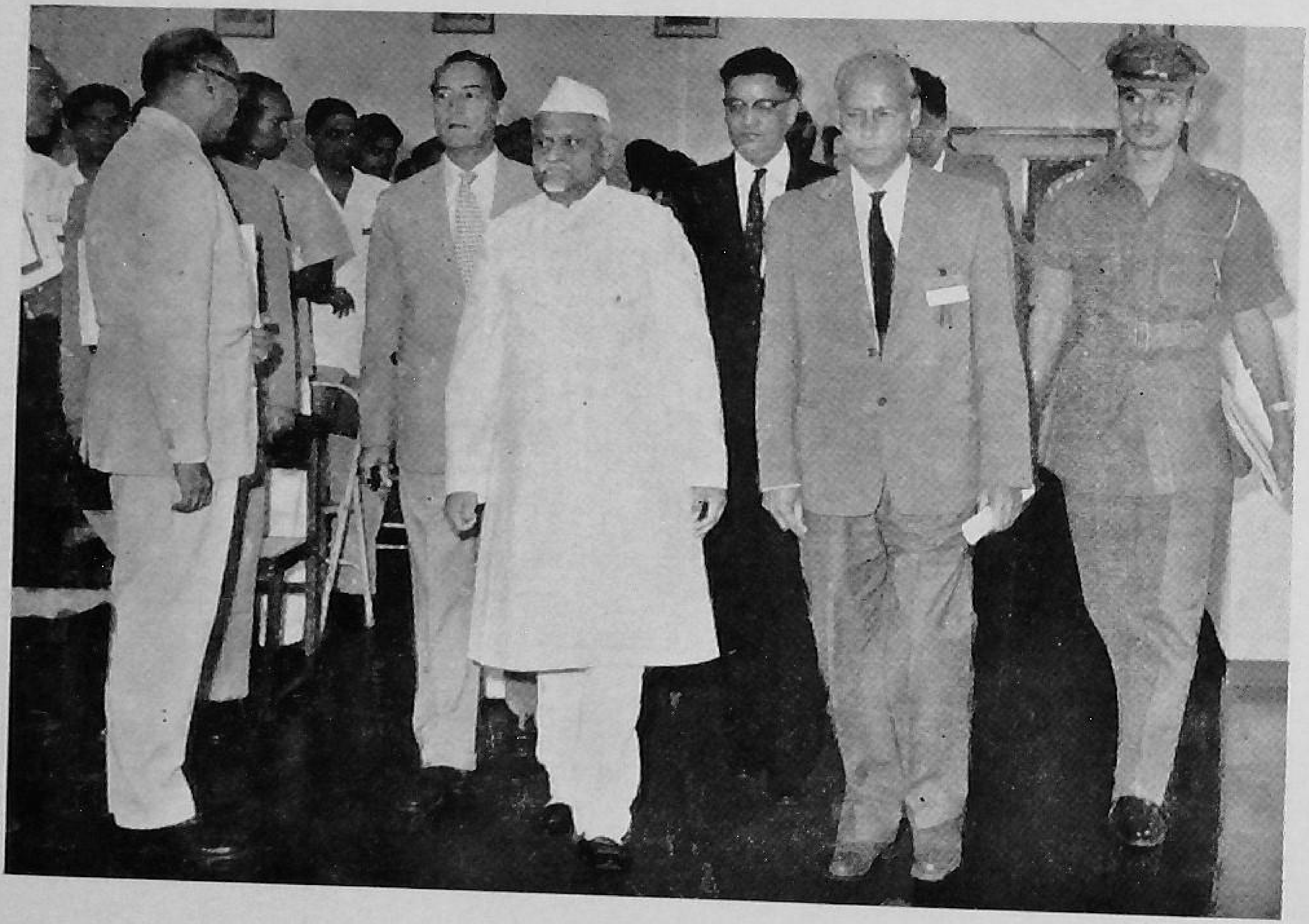
The main conclusions and recommendations of the Conference are embodied in this report. It is hoped they will serve as a reference handbook for the Administrators dealing with the Extension Training Programmes and for the Instructional staff of the Gramsevak and Gramsevika Training Centres. No matter how good the recommendations may be, they will serve a useful purpose only when they are implemented. It is, therefore, of utmost importance that appropriate steps are taken by all concerned for the expeditious implementation of these recommendations.

The Directorate of Extension, Ministry of Food and Agriculture, Government of India, is extremely grateful to the participants of the Conference for the useful suggestions to improve the Extension Training Programmes. The Consultants and the foreign experts representing various organisations contributed a good deal of thinking to the deliberations. We

appreciate their assistance. We are deeply indebted to the Government of the Punjab for playing host and for providing us with excellent facilities and gracious hospitality. I am also thankful to all the officials of the Direcrorate of Extension for the hard and sincere work put in by them in successfully organising the Conference.

S. R. BAROOAH
*Director of Extension Training*

New Delhi.
Dated, the 11th Dec., 1964.



*Hafiz Mohamad Ibrahim, Governor of the Punjab, entering Panchayat Bhavan to inaugurate the Conference.*

# IMPORTANT RECOMMENDATIONS FOR IMMEDIATE ACTION

## I. Gramsevak & Gramsevika Training Programmes

**Item I (1) :** *Review of action taken on the recommendations of the 1st National Conference on Extension Training held at New Delhi in December, 1961*

(*A*) *Gramsevak Training Centres* :

1. Frequent review of the physical facilities should be made by the Centre and the State Governments. The State Governments should be induced to provide essential facilities, such as : An Agricultural Farm, Poultry Unit, Fishery Tank (where necessary), Bee-keeping Unit, Orchard Nursery and Dairy.

2. Those states which have not yet made the Training Centres permanent should do so immediately.

3. For maintaining the 10 per cent Training Reserve in all cadres and additional staff, the Government of India should agree to bear the additional funds.

4. It is reiterated that specialisation of the activities previously recommended should be taken up by the State Governments which have not yet already done so.

(*B*) *Gramsevika Training Centres* :

1. Those State Governments which have not yet placed the Gramsevika Training Centres on permanent footing should take immediate steps to do so.

2. One Instructress should be as a training reserve at each Gramsevika Training Centre.

3. The period fixed for selecting out trainees by the Chief Instructress should be two months.

**Item I (2) :** *Administrative aspects of the training programme*

(*A*) *Gramsevak Training Centres :*

1. Old and un-serviceable vehicles should be replaced. At least 2 pickup vans and one jeep should be provided to each Centre.

2. Effective steps should be taken for the proper utilisation of all U. S. A. I. D. equipment. Un-utilised items should immediately be diverted to such Institutes where they can be profitably made use of.

3. A special pay or allowance of Rs. 100 for the Principal, Rs. 50 for lecturers and Rs. 30 for instructors should be sanctioned to attract and retain teachers of good calibre.

4. Each year a review of the training needs should be made and a phased programme drawn up for recruitment of trainees.

5. A special compensatory allowance for inservice training should be sanctioned.

6. The stipend of the V.L.Ws. should be raised to at least Rs. 65/- per month due to high cost of living.

7. The Training Reserve already recommended should be at least 10 per cent of the sanctioned cadre.

(*B*) *Gramsevika Training Centres* :

1. Adequate facilities in respect to laboratories, libraries, store rooms, community halls, land (one acre) for agricultural practices, and boundary wall/fencing should be provided wherever required.

2. Available funds should be distributed equitably among the Gramsevika Training Centres requiring the facilities mentioned in item 1.

3. A Balwadi should be provided at each Gramsevika Training Centre and necessary funds and staff for the same should be provided.

4. The Instructresses at the Gramsevika Training Centres should at least be trained Graduates. Those with Home Science or Social Work or Extension Education qualifications should be given preference.

5. The State Governments should take steps to provide facilities, by rotation, to the Gramsevika Training Centres' staff to equip themselves with higher degrees in Home Science.

6. The programme of deputing the Instructresses of Gramsevika Training Centres to foreign universities for higher training should be revived.

**Item I (3)** : *Orienting the Training Programme and gearing it to Agricultural Production Schemes in Intensive Agricultural Areas*

(*A*) *Gramsevak Training Centres* :

1. The syllabus should be enlarged to provide instruction on IADP and Intensive Agricultural Area Programmes.

2. Instructors should emphasize "learning by doing" in teaching trainees.

(*B*) *Gramsevika Training Centres* :

1. Selected Gramsevikas should be posted in the I.A.As and advanced training courses should be organised for them.

2. Five additional Gramsevikas per Block should be posted in the districts under Intensive Agricultural Area Programme.

**Item I (4)** : *Intensive development of five villages around the Gramsevak Training Centre*

(*A*) *Gramsevak Training Centres* :

The programme should be drawn up after a realistic appraisal of resources. It should

be formulated after joint discussions with the coordination committee. Those States which have not given a fair trial to this scheme should take immediate action.

(*B*) *Gramsevika Training Centres* :

1. Three villages should be taken up instead of five for a period of three years.

2. Necessary funds for the execution of these plans should be earmarked and made available by the Block Organization.

   (a) Three additional posts of Gramsevikas should be sanctioned for each of the Blocks in which the Gramsevikas Training Centres are situated. These Gramsevikas should work in villages selected for intensive work and in those villages where intensive work has already been done.

   (b) Until the additional posts are sanctioned, one of the two Gramsevikas normally provided for the Block should be posted to the three villages selected by the Training Centre.

**Item I (5)** : *Inservice training of the instructional staff of Gramsevak Training Centre, G.T.Cs. and Extension Officers (Agriculture and Animal Husbandry) in Extension methods, techniques and communication media*

An evaluation of the training done by the staff of the Extension Education Institutes should be sent to the State Government concerned. A communication to this effect should also be sent, within one week of training, for any trainee found unsuitable for the teaching job.

**Item I (6)** : *Effective implementation of specialised training of selected progressive farmers (Gramsahayaks) in agriculture and allied fields*

1. The training of V.L.Ws. and Extension Officers needs to be improved and their number strengthened to train a large number of farmers at the village level.

2. Each State Government should build up, from now onwards, Subject—Matter Specialists to be associated with the Extension Wings.

**Item I (7)** : *Consideration of the proposals to strengthen the training programmes during the Fourth Five Year Plan*

(*A*) *Gramsevak Training Centres* :

1. Suitable additional staff and physical facilities should be provided during the Fourth Plan so that the G.T.Cs. can begin case studies and evaluation projects in one or two Blocks.

2. To encourage Gramsevaks to work effectively and efficiently, proper service rules should be framed in all the States so that extension workers can aspire to higher positions in extension service.

3. Extension Wings should be established at all the Agricultural and Veterinary Colleges.

4. For the effective training of progressive farmers and young farmers at the Gramsevak Training Centres, at least too additional Instructors in Agriculture

should be provided with the necessary physical facilities for the special programmes. Messing charges should be increased to Rs. 2.50 (as against Re. 1.50 provided at present).

5. In all farmers' training programmes, use may be made of demonstrations organised by Firms dealing in agricultural applies and services.

(*B*) *Gramsevika Training Centres* :

1. The State Government should appoint immediately a Director of Training where this has not already been done. This Director should be assisted by a lady Deputy Director who will be incharge of the training programme and the implementation, in the field, of various Women's and Children's programmes. It is also necessary to appoint full time District Women Extension Officers who will guide the work of the Gramsevikas.

2. Selected Gramsevika Training Centres should be upgraded to give advanced training to selected Gramsevikas to improve their professional competence. The financial assistance for this programme should be given by the Government of India on the same basis as has been done for the upgrading of Gramsevak Training Centres. At least one Gramsevika Training Centre in each State should be upgraded.

3. Meritorious Gramsevikas, who are matriculates, may be sent to Home Science Colleges to attain a Degree in Home Science. Universities should give the necessary facilities to the Gramsevikas on the same basis as has been done for the higher training of meritorious Gramsevaks.

***Item I (8)*** : *Consideration of the revised syllabus with greater emphasis on agricultural production to be followed at Gramsevika Training Centres* :

The suggested syllabus is a guide. The State Governments, in consultation with the Regional Home Economists and the Chief Instructresses of the Gramsevika Training Centres, may make such changes in the syllabus necessary to suit the local requirements. The items which need to be taught intensively (both in theory and practicals) should be specifically mentioned.

***Item I (9)*** : *Training Programme of Associate Women Workers and its Implementation and Coordination* :

1. At least two women workers from a village should be selected for training.

2. At least two Gramsevikas and one Mukhya Sevika from the Blocks where the women workers are drawn should be associated with the course.

3. Training of Associate Women Workers from Package Areas, Intensive Agricultural Areas and areas selected for the Applied Nutrition Programme should be given preference.

4. A special scheme should be drafted for Assam in consultation with the State Government. This may by examined.

***Item I (10)*** : *Consideration of proposal for the introduction of three years course for V.L.Ws.* :

The two-year course should be continued for the Gramsevaks. After they have put

in 3 to 4 years of service they may be considered for another one year condensed course the completion of which would entitle them to a diploma.

**Item I (11)** : *Upgrading of 20 Gramsevak Training Centres :*

Outstanding candidates who have 3—4 years' experience, a good service record, academic background and desirable aptitude, should be selected.

**Item I (12)** : *Linking of research with extension training :*

1. Those States which have Research Committees to examine the research findings for adoption and propagation in the field, should co-opt the representatives of the Training Centres. If such a committee does not exist, a coordination committee composed of representatives of the Directorate of Agriculture, Agricultural Colleges, Research Stations and Training Centres should be constituted to evaluate the research findings.

2. There should be a periodical exchange of visits between the Training Centres and Rerearch Stations.

**Item I (13)** : *Supervision of Gramsevak Training Centres :*

The Heads of Development Departments and other Divisional Heads should visit G.T.Cs. at least once a year, spend at least two days and offer specific suggestions and recommendations for the improvement of training.

## II. Youth Programme

**Item II (1)** : *Development of Basic Manual for organisation and activities of the Youth Clubs :*

The draft manual prepared by a Special Committee constituted for the purpose was approved. This should be made available to the State Governments as early as possible. (Appendix 'A').

**Item II (2)** *Review of the progress of Rural Youth Clubs, the problems and steps to be taken to strengthen the programme :*

A systematic evaluation of this programme should be made to assess its impact on the youth and to highlight the success already achieved.

**Item II (3)** : *Role of Rural Youth Clubs in gearing their programme of agricultural production in the present emergency and their participation in the Applied Nutrition Programme :*

The training centres should organise short courses on economic projects relating to intensive agricultural production.

**Item II (4)** : *Coordination with official and non-official agencies for accelerating the youth activities :*

There should be a coordination committee consisting of the representatives of the Gramsevak Training Centre, the Block, the Panchayat Samitis, the village school and the other non-official organisations.

**Item II (5) :** *Utilisation of I.F.Y.Es. for training and promotion of farmers' and young farmers, programme :*

1. To utilise the experience and services of the I.F.Y.Es. each State should work out a definite plan.

2. Adequate representation should be given to suitable girls in the selection of I.F.Y.Es. participants.

**Item II (6) :** *Future programme of Rural Youth Clubs :*

The existing Youth clubs in the Intensive Agricultural Areas should be strengthened rather than organising new model clubs.

**Item II (7) :** *Any other items :*

1. The nomenclature "Young Farmers' Clubs" should be replaced by "Pilot Rural Youth Clubs".

2. The programme for the exchange of Farm Women within the country must be taken up.

## III. Foreign Training Programme

**Item III (1) :** *Assessment of the contribution made by the returned participants connected with the training programme :*

A detailed work programme should be prepared in consultation with the State Government concerned and the U.S.A.I.D. authorities before the participants are sent abroad for training. It should take into consideration the actual requirements of the sponsoring authorities.

**Item III (2 & 3 :)** *Limiting factors in the proper utilisation of training and experience of the trainees and the specific steps to be taken to make foreign training programme effective :*

1. In order to make best use of foreign training, necessary provision should be made for promotions in the same organisation and to avoid transfers.

2. A meeting of foreign returned participants should be arranged in each State. State representatives and U.S.A.I.D. experts should participate.

**Item III (4) :** *Basis and procedure for selection of participants :*

The Demonstrators connected with Agricultural Development and Extension Programmes may also be considered for observation and study tours abroad.

**Item IV (1) :** *Farm Leaders Training Programme :*

1. The programme of deputation of Farm Leaders must be revived.

2. An annual conference of returned Farm Leaders should be organised and the

State Governments should maintain a complete record of the returned Farm Leaders for the purpose of follow up work.

3. The returned Farm Leaders and I.F.Y.Es. should be associated with committees on Agricultural production programmes and also with local farmers' training programmes.

4. To utilise the training and experience of returned participants, an organisation ; voluntary, democratic and non-political in nature, should be built up.

5. Farmers selected for training abroad should under-take to develop, on return, a minimum of 10 model farms in addition to their own. The Government of India should provide the necessary facilities by formulating a suitable scheme for the purpose.

**Item IV (2)** : *Exchange of Farm Leaders :*

In the initial stage farmers may be exchanged within the State. It would also be useful to implement inter-state exchange of farmers in a limited way.

**Item V (1)** : *Subject-matter refresher courses for the Extension Officers and Instructors of G.T.Cs. :*

Integrated courses on subject-matter and extension education may be proved for Extension Officers as well as the District Level officers.

**Item V (2)** : *Refresher courses for Instructresses of Gramsevika Training Centres :*

1. To avoid overlapping of the courses, the Directorate of Extension should coordinate at Central level, the organisation of various courses to be conducted by the Government of India.

2. The State Governments should so phase the deputation of Instructresses as to ensure full utilisation of seats. For this, the State Governments should maintain an uptodate list of Instructresses to be trained.

3. Timely arrangements for disimbursement of salaries, advances etc. to the Instructresses should be made.

*Hafiz Mohamad Ibrahim, Governor of the Punjab, inaugurating the National Conference on Extension Training.*

# AGENDA ITEMS

## I. Gramsevak & Gramsevika Training Programmes

1. Review of the action taken on the recommendations made at the National Conference on Extension Training held at New Delhi in December, 1961.

2. Administrative aspects of the training programme :—

   (a) Gramsevak Training Centres.

   (b) Gramsevika Training Centres.

3. Orienting the training programme and gearing it to agricultural production secheme in Intensive Agricultural Areas.

4. Intensive development of five villages around the institutions and evolving the field programme to suit different types of courses conducted at the training centres :—

   (a) Gramsevak Training Centres.

   (b) Gramsevika Training Centres.

5. Inservice training of Instructional staff of G.S.T.C./G.T.C. & Extension Officers (Agriculture and Animal Husbandry) in Extension methods, Techniques and Communication Media.

6. Effective implementation of specialised training of selected progressive farmers (Gramsahayaks) in argriculture and allied fields.

7. Consideration of the proposals to strengthen the training programmes during the Fourth Five Year Plan.

8. Consideration of the revised syllabus with greater emphasis on agricultural production to be followed at the Gramsevika Training Centres.

9. Training programme of Associate Women Workers and its implementation and coordination.

10. Consideration of the proposal for the introduction of three years course for the V.L.Ws.

11. Up-grading of 20 Gramsevak Training Centres.

12. Linking of Research with the Extension Training.

13. Supervision of Gramsevak Training Centres.

## II. Youth Programme

1. Development of Basic Manual for Club organisation and activities.

*Dr. M.S. Randhawa, Director General of Intensive Agricultural Areas, and Special Secretary giving presidential address.*

2. Review of the progress of Rural Youth Clubs, the problems and steps to be taken to strengthen the programme.

3. Role of Rural Youth Clubs in gearing their programme of agricultural production in the present Emergency and their participation in the Applied Nutrition Programme.

4. Coordination with official and non-official agencies for accelerating the Youth Club activities.

5. Training of officials and club members in youth work and the follow-up programme to be undertaken.

6. Utilisation of I.F.Y.Es. for training and promotion of farmers' and young farmers' programme.

7. Future programme of Rural Youth Clubs :—

    (i) Extension of Rural Youth Club programmes to the selected Agricultural, Veterinary & Home Science Colleges in the country.

    (ii) Extension of Rural Youth Club programmes in the Intensive Agricultural Districts.

    (iii) Training of Rural Women in Agricultural Production.

## III. Foreign Training Programme

*Introduction*

1. Assessment of the contribution made by the returned participants connected with the training programme.

2. Limiting factors in the proper utilisation of their training and experiences at the training centres.

3. Specific steps to be taken to make foreign training programme effective.

4. Basis and Procedures for selection of participants.

## IV. Farm Leaders' Training Programme

1. Utilisation of Farm Leaders for Training and Promotion of Farmers & Farmers' Programme.

2. Scheme of Farm Leaders Exchange.

## V. Miscellaneous Items

1. Subject-matter Refresher Courses for the Extension Officers & Instructors of G.T.Cs. Gram Sevak Training Centres.

2. Subject-matter Refresher Courses for the Instructors of Gramsevika Training Centres.

Dr. S.R. Barooah, Director of Extension Training, speaking at the Inaugural Function.

# NATIONAL CONFERENCE ON EXTENSION TRAINING PANCHAYAT BHAVAN, CHANDIGARH (Pb.)

**Programme**

*19th October, 1964 (Monday)*

*Inaugural Function 10 A. M. — 11.30 A. M.*

| | | |
|---|---|---|
| 1. Welcome Address | — | Shri R. S. Randhawa, Commissioner for Agricultural Production & Rural Development, Government of Punjab. |
| 2. President's Address | — | Dr. M. S. Randhawa, Director General, Intensive Agricultural Areas, Ministry of Food & Agriculture, Government of India. |
| 3. Inaugural Address | — | Hafiz Mohamad Ibrahim, Governor of Punjab. |
| 4. Address | — | Mr. Ray Johnson, Chief, Agriculture Division, U.S.A.I.D. |
| 5. Vote of Thanks | — | Dr. S. R. Barooah, Director of Extension Training, Ministry of Food & Agriculture, Government of India. |
| 6. Tea | | |
| 11.30 to 12.00 | — | (i) Plan & Procedure of the Conference.<br>(ii) Work Groups formation. |
| 12.00 to 1.00 | — | *Work Group Discussions* |
| Group I | — | Item I—Gramsevak Training Programme. Sub-items 1 to 4 and 10 to 12. |
| Group II | — | (i) Item I—Gramsevak Training Programme. Sub-items 5,7 & 13.<br>(ii) Item V—Miscellaneous. Sub-item 1. |
| Group III | — | (i) Item I—Gramsevika Training Programme.<br>(a) Sub-items 8 and 9.<br>(b) Sub-items 1 to 7 relating to Women's Training Programme.<br>(ii) Item V—Miscellaneous. Sub-item 2. |
| Group IV. | — | Item II—Youth Programme. Sub-items 1 to 7. |
| Group V. | — | Item III—Foreign Training Programme. Sub-items 1 to 4. |

| | | |
|---|---|---|
| Group VI. | — | Item IV—Farm Leaders' Training Programme. Sub-items 1 to 2. |
| | | Item I—Sub-item 6—Effective implementation of specialised training of selected progressive farmers (Gram Sahayaks) in agriculture and allied fields. |
| 1.00 to 2.30 | — | Lunch Break. |
| 2.30 to 5.00 | — | Work Group Discussions continue. |

*20th October (Tuesday)*

| | | |
|---|---|---|
| 9.00 to 11.00 | — | Work Group Discussions continue. |
| 11.00 to 11.15 | — | Tea Break. |
| 11.15 to 1.00 | — | Work Group Discussions continue. |
| 1.00 to 2.30 | — | Lunch Break. |
| 2.30 to 4.30 | — | Work Group Discussions continue. |
| 4.30 to 5.30 | — | Preparation of Group Reports by the Groups. |

*21st October (Wednesday)*

| | | |
|---|---|---|
| | — | Field trip to Bhakra Nangal Project and Fertilizer Factory, etc. |

*22nd October (Thursday)*

| | | |
|---|---|---|
| 9.00 to 11.15 | — | Presentation and discussions—Group Reports I, II & IV. |
| 11.15 to 11.30 | — | Tea Break. |
| 11.30 to 1.30 | — | Presentation and discussions—Group Reports III, V and VI. |
| 1.30 to 3.00 | — | Lunch Break. |

*Valedictory Function 3.00 P.M. to 5.00 P.M.*

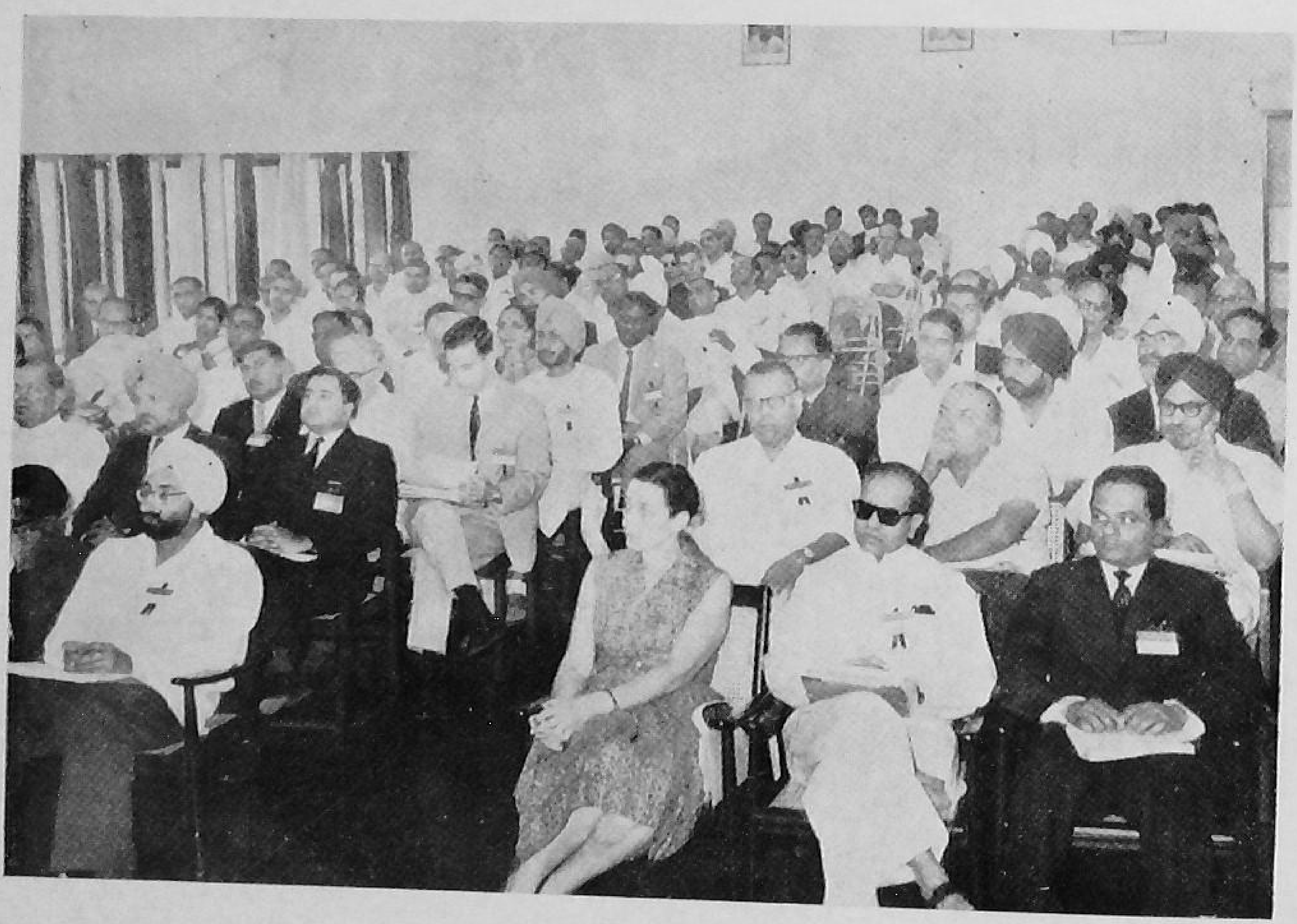
| | | |
|---|---|---|
| 1. Remarks | — | Shri R. S. Randhawa, Commissioner, Agricultural Production and Rural Development, Punjab. |
| 2. Concluding Remarks | — | Dr. S. R. Barooah, Director of Extension Training, Ministry of Food and Agriculture, Government of India. |
| 3. Valedictory Address | — | Shri Rizak Ram, Minister for Irrigation and Power, Government of Punjab. |

4. Impressions of the Participants — (a) Shri V. B. Mandlekar, Deputy Secretary, (Maharashtra).

(b) Miss Chandra Govind, Director, Women's Programme, (Uttar Pradesh).

5. Vote of Thanks — Miss Yasmin Morenas, Senior Home Economist, Ministry of Food and Agriculture, Government of India.

6. Tea



*Guests and participants at the Inaugural function of the Conference.*

# GROUP REPORTS

## Gramsevak and Gramsevika Training Programmes

**Item I (I)** : *Review of the action taken on the recommendations made at the National conference on Extension Training held at New Delhi in December, 1961*

(*A*) *Gramsevak Training Centres*

1. The syllabii for the training Gramsevaks and Gramsevikas have been revised from time to time. Nevertheless, the Group felt that, in view of the increased emphasis on Agricultural Production, certain changes in the emphasis and contents of the syllabii would be desirable in order to make the training of these workers *problem related and production oriented.* The syllabus adopted by various States, may be analysed at the Centre and a note containing weak and strong points may be circulated for the benefit of the State Governments.

2. The recommendations of the last conference on evaluation of the trainees and the training programme both at the Campus and in the field have generally been accepted and adopted by the State Governments. It was suggested that one important criterion in the evaluation of agricultural training should be the number of successful result demonstrations conducted by the trainees, especially, their spread effect and contribution to higher production.

3. It was recommended that the preparation and distribution of a field manual containing instructions of the purpose and method of village work, how to plan and how to derive lessons from village visits would help in making the training practical.

4. In spite of the recommendations made by the last Conference, the Training Centres in most of the States have not yet made much progress in the matter of specialisation of certain activities. Such specialization is necessary to provide intensive training to the Gramsevaks and Gramsevikas. The State Governments which have not started the programme should take advantage of the experiences of the States like Uttar Pradesh and Rajasthan where good progress has been made. It was reiterated that certain special projects of training such as dairying, poultry, fishery, horticulture, and youth work may be selected according to local circumstances for intensive practical training of the Gramsevaks and Gramsevikas.

5. *Working of Panchayati Raj at the training Centres*

   In general these programmes are working fairly well in the Training Centres of the different States.

6. *Staffing of Training Centres with competent persons and creation of training reserve*

   The additional staff indicated by the Government of India in the staffing pattern of the Training Centres has not yet been fully appointed by most of the State Governments for paucity of funds. The group was of the opinion that unless the Government of India agrees to bear the additional funds required for maintaining the 10% training reserve and the additional staff, the recommendations in this regard are not likely to be implemented.

To attract competent staff for proper training, the following recommendations are made :

(a) Provision of rent free accommodation to the staff.

(b) Provision of 20% special pay/deputation allowance for the staff.

(c) Provision of adequate medical facilities at the Training Centres.

(d) Provision of free transportation to school going children of the staff.

7. *Physical facilities*

Adequate provision of buildings, equipment, vehicles and other physical facilities, so necessary for running the training programme satisfactorily, has yet to be made in most of the States. The situation calls for frequent review. An Agricultural Farm, poultry unit, fishery tank (where necessary) bee-keeping unit, orchard, nursery and dairy must be attached to each Training Centre, for proper practical training This should be persued with individual States where such facilities have not yet been provided.

8. *Making the Training Centres permanent*

Those States which have not yet taken decision to make the Centres permanent should be requested to implement this important recommendation without any further loss of time. The present state of uncertainty is not conducive to bring about the desired improvement in the quality of training.

(*B*) *Gramsevika Training Centres*

(i) Those State Governments which have not yet placed the Gramsevika Training Centres on a permanent footing should take immediate action to do so.

(ii) There should be one Instructress as a training reserve at each Gramsevika Training Centre.

(iii) The Instructresses should be closely associated with the selection of Gramsevika Trainees wherever possible. The Regional Home Economist concerned should also be associated with this selection.

(iv) The period fixed for selecting out trainees by the Chief Instructress should be two months.

(v) The period of three to four weeks prescribed for the job training should be strictly adhered to.

(vi) The Gramsevikas who are sent for pre-service training after their appointment should not be confirmed until they successfully complete the prescribed course at the Gramsevika Training Centre. The Gramsevikas, who do not pass the examination after they have availed of two chances to complete the course, should not be retained in the service.

(vii) The directly recruited teaching staff should be deputed to the Extension Education Institutions immediately after they have put in about four months' of service.

(viii) Although there is justification in increasing the period of training, in view of the National Emergency, the training period should not be increased beyond one year. However, to improve the professional competence of the Gram-sevikas, their refresher training should be arranged once in two years.

**Item I (2)** : *Administrative aspects of the training programme*

(*A*) *Gramsevak Training Centres*

1. *Standard space area for instructional and hostel buildings for 100 Trainees*

The hostel buildings should provide at least 70 sq. ft. of space per trainee. Where there are long dormitories instead of separate living rooms for trainees, it will be necessary to provide separate reading rooms. For classrooms, space should be provided at 10 sq. ft. per trainee. Provision should also be made for building a library; audio-visual room and stores, Guest room, farm house, office and assembly hall.

2. *Size of farm*

It should be at least 30 acres. Attempts should, however, be made to increase the size to 100 acres as and when more land is available. Acquisition proceedings take long time. It is necessary to maintain good relations with the neighbouring farmers for purposes of practical training of the V. L. Ws. in villages. For these reasons it is essential that the land for the Farm and Dairy be purchased at the market rate and to avoid acquisition proceedings as far as possible. Individual plots should be allotted to the trainees to enable them to work on their plots independently under proper supervision and guidance.

3. *Standard size of Dairy, bee-keeping, poultry, fishery tank, horticultural nursery*

Dairy — 10 milch cattle served by an A.I. Centre.
Poultry — 100 layers or more.
Fishery tank — 60×60 sq. ft.
Nursery and orchard — 5 acres.
Bee-keeping — a unit of 10 boxes.

4. *Other recommended physical facilities*

It was recommended that the following equipment be provided to each training centre:—

(i) 35 mm slide projectors—two
(ii) 16 mm film projectors—one
(iii) 35 mm camera—one
(iv) Old and unserviceable vehicles should be replaced and at least two pick-up vans and one jeep should be provided to each centre.

The Group noted with concern that in spite of clear instructions from the Government of India regarding use of Training Centre vehicles, in many cases they continue to be used by the District authorities for purposes other than training. The Group felt that the State Government should be urged to insure that these vehicles are not be diverted to other uses.

(v) Effective steps must be taken for the proper utilisation of all U.S.A.I.D. equipment Unutilised items should immediately be diverted to Institutes where these can be used profitably.

(vi) Telephone facility, wherever possible, should be provided immediately.

(vii) The buildings and compounds should get electricity as quickly as possible.

5. *Residential accommodation*

Each member of the teaching staff should be provided with quarters according to the scale of accommodation prescribed by the State Government for employees of similar pay scales.

6. *Incentives for teaching staff*

The present sanctioned strength should be augmented by the additional posts referred to in item 6 of the summary of recommendations of National Conference, December, 1961. To attract and retain teachers of good calibre, special pay or allowance of Rs. 100/- for the Principal, Rs. 50/- for lecturers and Rs. 30/- for Instructors should be sanctioned. The teaching staff in subjects other than Agriculture should be absorbed in corresponding cadres of the respective subject-matter Departments of the Government so that they may have reasonable promotion outlets. Some of the members expressed that there would be an advantage in periodical rotation of staff in teaching and field assignments by inter-changing the staff between the Training Centres and the Block. The possibility of enlisting the help, cooperation and support of nearby Agricultural Colleges for improving the training and for academic guidance in particular should be explored. Training of instructional staff in their respective subjects could be provided in these Agricultural Colleges.

7. *Permanency of Training Centres*

There will be a continuing need for the Training Centres to impart not only preservice training but also various other kinds of training courses. Some of the members expressed the view that one reason for hesitancy in certain quarters to make the Training Centres permanent was the apprehension about their need, once the main job of providing preservice training was completed. However, it was recognised that there would be a continuing need for preservice training because of the usual casualties and wear and tear in the service cadre. In addition the Training Centres would be needed to provide refresher training and training to Gramsahayaks, progressive farmers and young farmers. Creation of the training reserve in the V.L.W. cadre, which was unanimously recommended by this Group, would also demand training facilities for the new entrants.The expected increase in the cadre of Gramsevaks after the adoption of Intensive Programmes in more and more areas would create fresh training needs. In view of these considerations, it was felt that the permanency of existing Training Centres is an inescapable necessity. Those State Governments which have not yet finalised their decision in this regard should do so early. The present uncertainty about the continuance of the Training Centres has adversely affected the quality of training.

8. *Full utilisation of training capacity*

State Governments should undertake to review the training needs from year to year and to draw up a phased programme, with time schedule for recruitment and other preliminary actions, needed to ensure full utilisation of the training capacity. In those States where the requirement of the pre-service training has been fully met the Training Centres should be utilised for refresher training of V.L.Ws., training of progressive farmers, young farmers, etc. For this purpose, advance planning would be essential. Other measures which would help eliminate this problem are :—

(a) Maintenance of "Reserve lists" of prospective trainees who would be called upon in case any of the originally selected trainees did not report within 7 days of the commencement of the training.

(b) Sanction of a suitable compensatory allowance for inservice training. (The present arrangement under which inadequate or no allowance is given often operates as a dis-incentive.)

*9. Stipend*

Soaring prices and a steep rise in the cost of living make the present rate of stipend inadequate. The group was of the firm opinion that the stipend should be raised to at least Rs. 65/- per month particularly in the cadre of VLWs.

*10. Training reserve*

The training reserve which has been recommended has yet to materialise. The size of the training reserve should be at least 10% of the sanctioned cadre. This is on the low side because in recent years a number of new schemes for training have been introduced.

*11. Coordination*

A coordination committee composed of the B.D.O., the Chairman of the Block Samiti, the Principal and a representative of the teaching faculty should be constituted. Wherever there is an Agricultural College or other Training Institute in the close vicinity representatives of these institutions should be included on the coordination committee. The Committee should meet at least once a month.

In addition to the Coordination Committee suggested above and the joint programme planning which is done by the Block and Training Centre for the village work and practicals of the trainees, another device to bring about a closer relationship between the Training Centre and the Block, is the system of running, from time to time, Clinics in the Blocks in which the teaching staff of the Training Centre take part to provide technical guidance to the V.L.Ws. and to bring their knowledge uptodate.

*(B) Gramsevika Training Centres*

*Physical facilities*

(i) A separate poultry unit with at least 50 layers should be maintained by the Gramsevika Training Centres.

(ii) Adequate facilities, laboratories, libraries, store rooms, community hall, one acre of land for agricultural practices, boundry wall/fencing should be provided wherever required.

(iii) The expansion of the training programme at the Gramsevika Training Centres requires a number of buildings for classrooms, cottage units and staff quarters to be provided. This is necessary because the preservice training courses must be continued because of large scale casualties among the trained personnel. Trained Gramsevikas do not get adequate guidance and on the spot frequent refresher courses are necessary. Training of Associate Women Workers must be taken up on a large scale to make the women's and children's programme successful.

(iv) Available funds should be distributed equitably among the Gramsevika Training Centres requiring facilities.

(v) For the proper utilisation of funds, sanctions for purchase of equipment, T. A. of teaching staff and trainees etc. should be issued on time.

(vi) A Balwadi should be provided to each Gramsevika Training Centre with the necessary funds and staff.

(vii) All the vehicles of the Gramsevak Training Centres, including the wings attached to them, should be pooled and made available to each of those wings as required. These should also be made available to children of the staff members for going to school and for other emergencies on reasonable terms.

*Staff* :

(i) The Instructresses at the Gramsevika Training Centres should at least be trained Graduates. Those with Home Science or Social Work or Extension Education qualifications should be given preference.

(ii) The State Governments should take steps to provide facilities, by rotation, to the Gramsevika Training Centres' staff to equip themselves with higher degrees in Home Science.

(iii) The programme of deputing the Instructresses of the Gramsevika Training Centres to foreign universities for higher training should be revived.

(iv) The possibility of organising condensed courses in Home Science for the Instructresses who are non-Home Science Graduates through various universities should be examined by the Directorate of Extension.

(v) In view of the fact that the subjects concerning agricultural production have to be given greater emphasis, the position of the instructional staff for Agriculture and other allied subjects *vis-a-vis* work load at the Gramsevak Training Centres and the Wings attached thereto be examined and the additional staff provided. In this connection the additional demand of the Gramsevika Training Centres should also be taken into account.

**Item I (3)** : *Orienting and gearing the training programme to agricultural production schemes in Intensive Agricultural Areas*

The group recommended the following additional steps for gearing the existing pre-service and inservice training programmes to agricultural production schemes in Intensive Agricultural Areas.

(*A*) *Gramsevak Training Centres*

1. The syllabus should be enlarged to provide instructions on the following :—

(i) The objectives, genesis, content, methods and schemes of the IADP and Intensive Agriculture Area programmes.

(ii) Cost of production, cost-benefit studies in respect of the major crops of the area.

(iii) Elements of farm management, emphasis on different operations involved in improved cultivation of the major crops of the area.

2. In the Inservice Training of Gramsevaks, there should be a good sprinkling of successful V.L.Ws.who have worked for some time in IADP or Intensive Agriculture programme areas. Other trainees will profit from the first hand experience and knowledge of the VLWs who have worked in the IADP areas.

(*B*) *Gramsevika Training Centres*

(i) Selected Gramsevikas should be posted in the I.A.As. For this category of Gramsevikas, advanced training courses should be organised.

(ii) Five additional Gramsevikas per Block may be posted in the districts under Intensive Agricultural Areas programme.

(iii) Women Extension Workers should be actively involved in the Intensive Agricultural Areas programme.

(iv) The following types of courses are conducted at the Gramsevika Training Centres:

(a) Pre-service training;

(b) In-service training;

(c) Associated Women Workers training; and

(d) Youth Leaders training.

A list of improved practices which lead to increased agricultural production and with which women are directly concerned should be prepared. To make the training more effective, it will be desirable to have the trainees from the same agro-climatic region so for as possible.

**Item I (4) :** *Intensive Development of five villages around the Institutions and evolving the field programme to suit the different types of courses at the Training Centres.*

(*A*) *Gramsevak Training Centres*

In some of the States this scheme has not yet been given a fair trial. There seems to be some confusion about the purpose and operational method of this scheme. The intention is not to supplant but to supplement the other measures already in vogue, such as field trips, village practices etc. to give a practical bias and field orientation to the training.

(i) The programme of activities in these five villages should be drawn up after a realistic appraisal of the resources and the funds available. The programme should be formulated after joint discussions with the Coordination Committee already recommended.

(ii) One of the main purposes of the five village scheme is to provide an opportunity and challenge to the members of the training staff to practise and demonstrate what they teach. Each member of the teaching staff should, therefore, be given the responsibility of developing one village. He should maintain uptodate data. The experience gained, the data collected and, particularly, the case studies made could provide very useful material for classroom lectures.

(iii) It is essential that continuity in this work be maintained and that the work is not interrupted during the inter-regnum between two training sessions. Since the main responsibility for this work rests with the Instructor, this should not pose a problem. The initial survey record, other data and process records should be maintained and be available for successive batches of trainees.

(iv) The proforma drawn up for progress reports should be adopted. (Some members of the Group were of the opinion that in selecting blocks for IADP or other Intensive Agricultural Programmes preference should be given to Blocks in which the Training Centres are located so that the trainees may have first hand experience of the methods of work and the programme of activities in such areas.)

*(B) Gramsevika Training Centres*

(i) Only three, instead of five village, should be taken up for a period of three years.

(ii) One of the most important objectives in these villages should be the gearing up of the programme to intensive agricultural development.

(iii) Development work of these villages, should be the responsibility of the Block organisation and the Panchayat Samiti.

(iv) Periodical meetings of the staff of the Training Centre, the Block and the office bearers of Panchayati Raj Institutions should be organised in these villages and at the Training Centres. Necessary plans for the development of these villages should be chalked out after mutual agreement.

(v) The necessary funds for the execution of these plans should be earmarked and made available by the block organisation.

(vi) Adequate publicity should be given to activities taken up in these villages. If possible women workers from other villages should be taken to these villages on a study tour.

(vii) After the completion of a period of three years another set of three villages should be selected for intensive work. It would, however, be necessary to systematically follow up the work done in the previous three villages. For this purpose the following suggestions should be implemented.

(a) Three additional posts of Gramsevikas should be sanctioned for each of the Blocks in which the Gramsevika Training Centres are situated. The Gramsevikas should work in villages selected for intensive work and in those villages where intensive work has already been done.

(b) Until the additional posts are sanctioned, one of the two Gramsevikas normally provided for the Block should be posted for three villages selected by the Training Cenrte.

(c) The Block Gramsevika should be retained in these villages for an additional period of three years.

(d) The teaching staff at the Gramsevika Training Centre should follow up work in these villages when there are no trainees at the Centre.

(e) The teaching staff of the Gramsevika Training Centre should give continuous guidance to the Block Gramsevika working in the villages selected for intensive work.

*Item I (5)* : *Inservice training of instructional staff of G.T.C.S. and Extension Officers (Agriculture and Animal Husbandry) in Extension methods, techniques and communication media.*

At present, the staff members of the Gramsevak Training Centres receive two months training at the Extension Education Institutes in extension methods, techniques and communication media. During this period six subject areas are covered. The staff of the Extension Education Institutes feel that the duration of the course is not adequate to cover the syllabus and give intensive practical training in preparation of lesson plans etc. to the trainees.

The Group strongly feels that improvement of staff of the Gramsevak Training Centres in their capacity to use proper teaching methods is absolutely essential. Thus the courses run by the Extension Education Institutes should be made more effective and purposeful. Any increase in the duration of the course will have to be viewed in the context of practical considerations. The State Governments feel difficulty in sparing the services of the instructional staff even for two months. The solution for this lies in creating a training reserve. However, it is felt that 2 or 3 months is too short a period to maintain a cadre of training reserve. Further the staff of the GTCs are drafted from the field with a minimum experience of at least five years. After coming into the institutions they get an insight into the different techniques of teaching and learning also. Hence it can be assumed that the staff members, when they are deputed for the Extension Education Institutes have sufficient background knowledge to grasp the different subjects taught quickly.

Taking into consideration all these different aspects, the Group recommends :

(a) The duration of the course for instructional staff of the Gramsevak Training Centres at the Extension Education Institutes may continue to be two months.

(b) In order to fully utilise these two months effectively :—

 (i) The syllabus followed by the Extension Education Institutes may be suitably revised.

 (ii) Homogenous groups of Instructors may be drafted for training in the Extension Education Institutes.

(c) To prepare the staff of the Gramsevak Training Centres to receive training, within this short period and to supplement the course after training, the following suggestions are made :—

 (i) The staff in the Extension Education Institutes must periodically visit the Training Centres and discuss with the staff of the Gramsevak Training Centres the various teaching techniques.

 (ii) The staff members trained at the Extension Education Institutes must be fully utilised by the Principals of the GTCs to train untrained colleagues at the Centre.

 (iii) Foreign trained personnel in the respective States must be fully utilised for training the instructional staff of the GTCs

 (iv) Frequent staff meetings and study circles should be convened at the Centres with special reference to increasing the technical competence of the staff members in the field of teaching.

Since a certain amount of background in class room teaching will be required to fully benefit from this training, the Group feels that only those members who have a minimum of

*Shri Ray Johnson, Chief, Agriculture Division, USAID, addressing the Conference*

six months of service at the GTCs should be deputed for training. All the staff members of the Gramsevak Training Centre should receive training at the earliest possible moment. It is preferable to give priority to the training of Principals and Vice-Principals of the GTCs so that they may properly influence the other staff members to follow proper techniques of teaching and to provide adequate facilities required by trained members. To effectively utilise the training received at the Extension Education Institutes, it should be ensured that the trained staff members be retained at the GTCs for at least a duration of two years and necessary facilities provided.

The group is of the opinion that there is no special need to consider incentives for the instructional staff trained at the Extension Education Institutes, because it is the intention to train all the staff members of the GTCs. It has been observed that some of the trainees at the Extension Education Institutes are not very serious about their studies. In order to offset this drawback the Group recommends :—

(i) The Principal and the staff of the Extension Education Institutes should evaluate the performance of the trainees, categorise them and communicate their findings to the State Governments for incorporating in the confidential reports of the Instructors.

(ii) If the Extension Education Institutes consider any Instructor to be unsuitable for the teaching job, the State Government concerned should be informed within one week of training.

Further, it is considered that effective follow-up must be taken up by the Extension Education Institutes. State Governments should be encouraged to suggest required changes to be made in the syllabus. Visits of the Directors of Training of the States to the Extension Education Institutes should be arranged to study the detailed working of the Extension Education Institutes. Such a link between the person incharge of the training programme and the staff members of the Extension Education Institutes will be very helpful in strengthening the inservice training programme of Instructors.

At present the Extension Officers for Agriculture and Animal Husbandry and the Instructional staff in the Extension Training Centres receive refresher courses in subject-matter. In addition, the Extension Officers receive six weeks training in extension education at the Extension Education Institutes. The Group is of the opinion that so far as Extension Officers in Agriculture and Animal Husbandry are concerned, the refresher courses and the Extension courses could be combined into one and could be covered in a period of two months at the State Agriculture or Veterinary Colleges having suitable facilities for extension training. Regarding the staff of the GTCs., the existing arrangements may continue but steps should be taken to impart higher type of subject-matter refresher courses ; preferably at a some post-graduate institute of the State.

***Item I (6)** : Effective Implementation of Specialised Training of selected progressive farmers (Gramsahayaks) in Agriculture and allied fields.*

There was a great deal of discussion on this subject and the following principles were suggested by the group for ensuring the success of the scheme.

1. The period of training given to the farmers should not be too long. During the period the farmers should be fully engaged in the learning of new ideas and techniques which can be applied by the farmers on their individual farms.

2. The season in which the training is given should be suitable for the kind of training envisaged.

3. The staff incharge of the training must have adequate knowledge, experience and specialisation to teach the farmers.

4. The farmers should be selected on the basis of their responsiveness to such progressive training.

5. The emphasis should be on the quality of training imparted to the farmers, rather than quantity.

To achieve these objectives, the group recommended the following :—

1. The scheme should be implemented in Agricultural Universities, Agricultural Colleges, Research Institutes and other training institutions where adequately trained staff and the required facilities are available.

2. The syllabus and nature of specialisation of training should be left to the State Governments to suit the local needs.

3. The number of farmers to be trained, the frequency and the period of training should be determined by local needs and demands.

4. Training is required in the field which will involve a large number of farmers at the village level itself. The quality of training of VLWs and EOs must be improved and the number of Extension Officers and VLWs need also to be strengthened in the States.

5. To undertake such a programme in an intensified way at a subsequent stage, it is necessary for the State Governments to build up subject-matter specialists to be associated with the Extension Wings to meet the expanding needs for farmers' training.

6. The scheme of training being conducted at present in the IADP districts and the Intensive Agricultural Areas programme should also be improved and strengthened on the lines indicated above.

7. In all training programmes, use may be made of demonstrations by firm, dealing in agricultural supplies and services.

8. Whenever a new pattern of farming or cropping is to be introduced in an area, advance training should be given to the farmers.

**Item I (7)** : *Consideration of the proposals to strengthen the training Programmes during the Fourth Five Year Plan :*

(*A*) *Gramsevak Training Centres :*

A number of suggestions have been put forth to intensify the training programmes for Village Level Workers in the field during fourth and fifth plan periods. These suggestions have been made with a view to increasing the technical competence of the Gramsevaks to meet the field requirements adequately. The group analysed the different programmes and recommended :—

(i) that the future workers to be trained at the Gramsevak Training Centres be given training for a period of three years with intensive practical training. Such a step will meet the field requirements and also enable the ground level workers to aspire

for higher posts. It is suggested that this three year course should be made a Diploma Course. In order to attract suitable persons, the Group feels that the minimum age of recruitment for the cadre of Gramsevaks may be reduced to 16 years and during the third year of the course the trainees may be paid a sum, equivalent to that of a Gramsevak's pay, as stipend.

If this suggestion is accepted, adequate physical facilities will have to be provided at the GTCs. The staff members of these institutions will also have to be strengthened and upgraded.

(ii) For Gramsevaks who are already in the field, a programme of one year intensive training has been launched in 20 upgraded institutions throughout the country. This programme may be continued and expanded so that all Gramsevaks in the field may get the benefit of intensive training.

It is suggested that the pay scales of those who undergo the three years course, as well as those who complete the one year intensive course, may be fixed at a higher level. The minimum difference of this higher pay may be to the extent of Rs. 25/-.

(iii) It is felt that the GTCs could be utilised for case studies in one or two Blocks without affecting the training programme. A number of programmes could be evaluated at the local level and suitable suggestions for remodelling them could be made as a result of this research work. It is suggested that suitable staff and physical facilities required may be provided to the Gramsevak Training Centres to take up this item of work in the Fourth Plan.

(iv) Inservice training in the field needs to be strengthened to increase the technical competence of VLWs. The extension staff who are incharge of this inservice programme in the field, are not able to devote much attention to this item of work due to various reasons. It is suggested that by adequately staffing the Gramsevak Training Centres, in the districts of the Training Centres, inservice training could be carried out in an intensive manner. In this approach, the services of the District Agricultural Staff, Information and Publicity staff should be utilised to the fullest extent.

2. *Acceleration of productive programmes such as, poultry keeping, vegetable cultivation, soil and water use.*

The Group feels that all these productive programmes could be usefully implemented at the Gramsevak Training Centres. While running these programmes the emphasis must be on training aspects and development of skills of the trainees. This should be followed up in the village visits and job trainings as well.

3. *Improvement of the professional competence of Gramsevaks by providing refresher training and opportunity for higher training, leading to a degree or diploma.*

The Group recommends that :—

(a) The Refresher Training Courses for the Gramsevaks as conducted in the different Centres be continued during the Fourth and Fifth Plans also.

(b) This intensive one year training course for VLWs in the field which has been already launched n 20 upgraded training centres may be continued.

(c) For those Gramsevaks who have the required qualifications to pursue higher studies leading to a degree necessary facilities should be provided.

(d) In order to encourage the Gramsevaks to work efficiently and effectively proper service rules may be framed in all States so that they could aspire to rise upto higher cadres in the Extension service.

4. *Subject-matter refresher training for Extension Officers (Agriculture, Animal Husbandry) and Instructors of the Gramsevak and Gramsevika Training Centres.*

The Group feels that subject-matter refresher courses should be conducted for the Extension Officers (Agriculture, Animal Husbandry) and Instructors of the Gramsevak Training Centres. It is preferable to run the training programmes for the Instructors of the Gramsevak Training Centres at Post Graduate Institutions.

5. *Specialised training of Progressive Farmers.*

The Group further recommends that Extension Wings be opened in State Agriculture and Veterinary colleges and that extension teaching becomes a part of the Agriculture and Veterinary Degree Courses syllabii. Teaching in these institutions must be field oriented taking note on various changes rapidly occurring in the rural parts of the country.

The Group feels that special courses for progressive farmers and young farmers must be conducted at the Training Centres. In order to run these courses effectively at least two additional instructors in Agriculture should be provided at each institution. Further, adequate physical facilities for conducting these special programmes should also be provided. Messing charges should be increased to Rs. 2.50 per head per day.

(*B*) *Gramsevika Training Centres* :

(i) The State Government should immediately appoint Director of Training if it has not already been done. He should be assisted by a Lady Deputy Director who will attend not only to the training programme of women functionaries but also to the implementation of the various Women's and Children's programmes. It appears that the Gramsevikas have not been able to make much headway in their work for want of continuous guidance and supervision from the district level. It is, therefore, necessary to appoint a full time district Women Extension Officer for each district for the Women's and Children's Programmes.

(ii) The posts of Chief Instructresses of Gramsevika Training Centres should be raised to the status of Class II Gazetted Officer, if not already done.

(iii) The claims of the Chief Instructresses should also be considered for Vice-Principalship of the Gramsevak Training Centres on the basis of seniority.

(iv) A Standing Committee should be appointed at the State Level to continuously evaluate and supervise the Training Institutions. On this Committee representation

should also be given to the State Social Welfare Board and Directorate of Extension, Government of India.

(v) The nomenclature of the proposed 'Test Kitchens' provided at the Home Science Colleges for carrying out the essential research should be changed into 'Applied Research Laboratory.'

(iv) To propagate research results, the Directorate of Extension should be enabled to act as a 'Clearing House'. Adequate funds for this purpose should be provided in the Fourth Plan.

(vii) From the analogy of the Gramsevak Training Centres, selected Gramsevika Training Centres should be upgraded for giving advanced training to selected Gramsevikas to improve their professional competence. The financial assistance for this programme should be given by the Government of India on the same basis as for the upgrading of Gramsevak Training Centres. At least one Gramsevika Training Centre in each State should be upgraded during the Fourth Plan.

(viii) The meritorious Gramsevikas who are matriculates may be sent to Home Science Colleges to obtain a Degree in Home Science. Universities may be moved to give necessary facilities to the Gramsevikas on the same basis as for higher training of meritorious Gramsevikas. Similarly, the Government of India should give financial assistance for this programme on the same basis as has been done for higher training of meritorious Gramsevaks.

(ix) The meritorious Gramsevikas who have not passed the matriculation examination should be enabled and encouraged to pass the matriculation examination so that thereafter they can be sent up for the Degree Course.

***Item I (8)*** : *Consideration of revised syllabus with greater emphasis on agricultural production to be followed at Gramsevika Training Centres.*

The Group examined the revised syllabus in great detail and came to the following conclusions :—

(i) It is necessary to impart training in all the subjects mentioned in the revised syllabus.

(ii) The distribution of hours for the different subjects suggested in the revised syllabus appears to be reasonable.

(iii) Out of the 260 hours reserved for field practicals in extension principles and techniques, 150 periods should be utilised for practising extension principles and techniques through agricultural practices.

(iv) The syllabus for the subjects 'Extension Education' and 'Agriculture' should be revised as per details given in Appendix 'A'.

(v) The suggested syllabus is a guide. The State Government in consultation with the Regional Home Economists and the Chief Instructresses of the Gramsevika Training Centres, may make such changes in the syllabus as they deem fit to suit the local requirements. The items which need to be taught intensively (both in theory and practicals) may be listed out and be specifically mentioned.

(vi) During the training period at the campus, everyday at least 2 hours—not necessarily in one continuous session—should be utilised for agricultural field work. Agricultural field work will include work concerning agriculture, poultry, dairy, fishery etc.

(vii) A list of up-to-date books on Home Science subjects should be prepared by the Extension Wings attached to Home Science Colleges and circulated to Gramsevika Training Centres.

***Item I (9)*** : *Training Programme of Associate Women workers and its implementation and co-ordination :*

(i) The duration of the short course may be 3 to 4 weeks depending upon local conditions. There should be no break in the middle.

(ii) Women workers satisfying the following criteria should be selected for this Training Programme :

(a) Leadership qualities.

(b) Progressive outlook.

(c) Acceptibility in the village community.

(d) Not in the upper/lower age groups.

(iii) At least two women workers from a village should be selected for training.

(iv) At least two Gramsevikas and one Mukhya Sevika from the Blocks from where the women workers are drawn should be associated with the course.

(v) A list of improved practices to increase agricultural production with which women are concerned should be prepared. Emphasis should be given to the items listed during the Training period. To make the training more effective it is desirable to get trainees for the course from the same Agro-climatic Region.

(vi) A deliberate attempt should be made to utilize the services of the trained Associate women workers in the Block ; paying them honorarium if necessary.

(vii) Training of Associate Women Workers from Package areas, Intensive Agricultural Areas and areas selected for the Applied Nutrition Programme should be given preference.

(viii) The guide books on the courses conducted in Madhya Pradesh and Mysore should be circulated to all the Gramsevika Training Centres by the Directorate of Extension. When some more experience is acquired, the Ministry of Community Development should be requested to publish Manual for Associate Women Workers.

(ix) Follow-up work should be undertaken by the Block Agency. The staff of the Gramsevika Training Centres and Regional Home Economists should also assist the Block Officials in this work.

(x) A kit containing improved seeds, seedlings of fruit plants and samples of Janta Refrigerators, hay boxes etc. should be supplied to the trainees on completion of their training.

(xi) In different regions of Assam, distinctly different languages are spoken. There is difficulty in organising instructional training for Associate Women Workers as per all India pattern. All the Instructresses there do not know all the languages. A special scheme needs to be drafted for Assam in consultation with the State Government. This may be examined.

**Item I (10)** *Consideration of the proposal for the introduction of 3 years course for VLWs :*

1. There was a long and detailed discussion on the suggestion made at the Informal meeting of the State Agriculture Ministers for introducing a three-year training course leading to a diploma in Agriculture for the VLWs. The chief merits of the proposal are :

   (a) The prolongation of the training would increase its effectiveness and improve its quality.

   (b) A diploma would confer on the Gramsevak a sort of pass-port to higher positions in his career. It will also elevate his prefessional status. But prolongation of the training would delay the availability of trained personnel to man the various posts which are lying vacant and which are likely to be created in the near future as the result of the expected increase in the cadre. The demands of the field situation would seem to conflict with the proposal for extended training. Another apprehension expressed by a section of the group was that prolongation of the training and consequent postponement of the trainees' appointments as VLWs is likely to have a deterrent effect on recruitment. The consideration that the period of three years of academic study after higher secondary enables a condidate to earn a degree in arts, science or commerce and thereby better job opportunities, may deflect many likely recruits of good calibre to other careers and dilute the quality of the available recruits for VLWs. Perhaps a better arrangement would be to continue the present system of two year training and then enable selected Gramsevaks (who have shown aptitude and promise and done good work) to pursue higher vocational study for another year and thereby earn a diploma. The group felt that as a matter of fact the scheme for providing higher training to VLWs by upgarding the training centres can be suitably modified in order to achieve this objective.

**Item I (11)** *Up-grading of 20 Gramsevak Training Centres.*

Replies from the State Governments indicate that 17 Training Centres out of 20 have already accepted the proposed scheme of upgrading selected Centres. Replies are awaited from Bihar, West Bengal and Assam. The representatives of West Bengal mentioned that their Government is anxious to take advantage of this scheme and that their final reply awaits selection of the the particular Centre to be upgraded.

Financial sanctions have been issued by the Government of India for 17 centres, and in respect of the two remaining Centres, these are under issue. It is now for the respective State Governments to take necessary action by issuing the administrative sanction.

It was pointed out by some of the members that salaries sanctioned for the various posts do not fit in with the existing pay structure of the cadres in their States which are the likely sources of recruitment. The Government of India's representative agreed to have the matter examined on receipt of specific proposals from different states.

Difficulty is being exprienced in procurement of vehicles. The assistance of Government of India is needed in this matter. The States will forward specific requests for being processed by the Directorate of Extension.

The Group felt that each State Government should constitute a syllabus committee to work out the details of the syllabus in the light of the guide lines and suggestions given by the Government of India. This Committee should conclude their deliberations and evolve a a syllabus by the 30th of November, 1964 at the latest. The Government of India's representative mentioned that the help and cooperation of the Government of India would be available for the asking in the matter of taking the preliminary steps towards implementation of the scheme and formulating the detailed syllabus.

The selection of VLW trainees should be taken in hand immediately. Since this selection has implications in the nature of promotion, it has to be made with great care. At least five years' experience should be precribed as a pre-requisite qualification for selection. Besides, the service record, work efficiency, academic brackground and aptitudes of the candidates should be taken into account.

Non-existence of training reserves is the chief difficulty in selecting candidates.

***Item I (12)*** *Linking of Research with Extension Training.*

It was understood that in many states there are Research Committees which examine the Research findings to determine which of them are suited for adoption and propagation in the field. Where such committees exist, representatives of the Training Centres should be coopted on such committees so that they may be in touch with the progress. Where such committees do not exist, a co-ordination committee composed of representatives of the Directorate of Agriculture, Agricultural Colleges, Research Wings and Training Centres should be constituted to screen the research findings.

There should be periodical exchange of visits between the Training Centres and the research stations. (Some members doubted the wisdom of the proposal which would enable the Training Centres to establish direct contacts with the research stations by-passing the Director of Agriculture, who has operational responsibility for agricultural development.)

***Item I (13)*** *Supervision of Gramsevak Training Centres.*

The Group recommonds :—

(i) The Heads of Development Departments and other Divisional Heads should visit GTCs at least once a year, spend at least two days and offer specific suggestions and recommendations for the improvement of training.

(ii) The State Level Committee on Training should be revived where it is not functioning. It should refer the policy matters to State level Officers concerned. The Committee should meet at regular intervals at the Training Centres by rotation.

(iii) A technical Committee of the Principals of all the GTCs within the State may not be required but one or two Principals of should be invited to the State Level Committees so that they could give a clearer picture of the field programmes.

(iv) To supervise and guide the Instructors in respect of teaching methods, the staff of the Extension Education Institutes must visit the GTCs more frequently.

## II : Youth Programme

**Item II (1)** : *Development of a Basic Manual for the organisation and activities of the Youth Clubs.*

The group discussed and suggested modification on several items of the draft manual outline circulated to them. A copy of the Basic Manual finalised by the Group is attached at Appendix 'A'.

It was recommended that brief and simple guides should be prepared and published for club leaders. Such guides would contain instruction and practical suggestions to help leaders in running clubs, holding meetings and maintaining records, etc. Such guides should be prepared at Central and State levels so that the club leaders or adult counsellors may be able to guide the youth clubs on sound and scientific lines.

**Item II (2)** : *Review of the progress on Youth Clubs ; the problems and steps to be taken to strengthen the programme.*

1. When supervisory staff is not free to devote time and attention to clubs, the following agencies should be utilised to keep contacts with the youth clubs and their programmes :—

(a) At least one local leader should be trained to guide and look after the club on the spot and work as liaison between the club and the training centre.

(b) Gramsevaks and Gramsevikas in whose circles these clubs are located.

(c) Local Gram Lakshmis and Gram Kakies.

(d) Local school teachers who should be invited occasionally to discuss the work of the youth clubs of their villages.

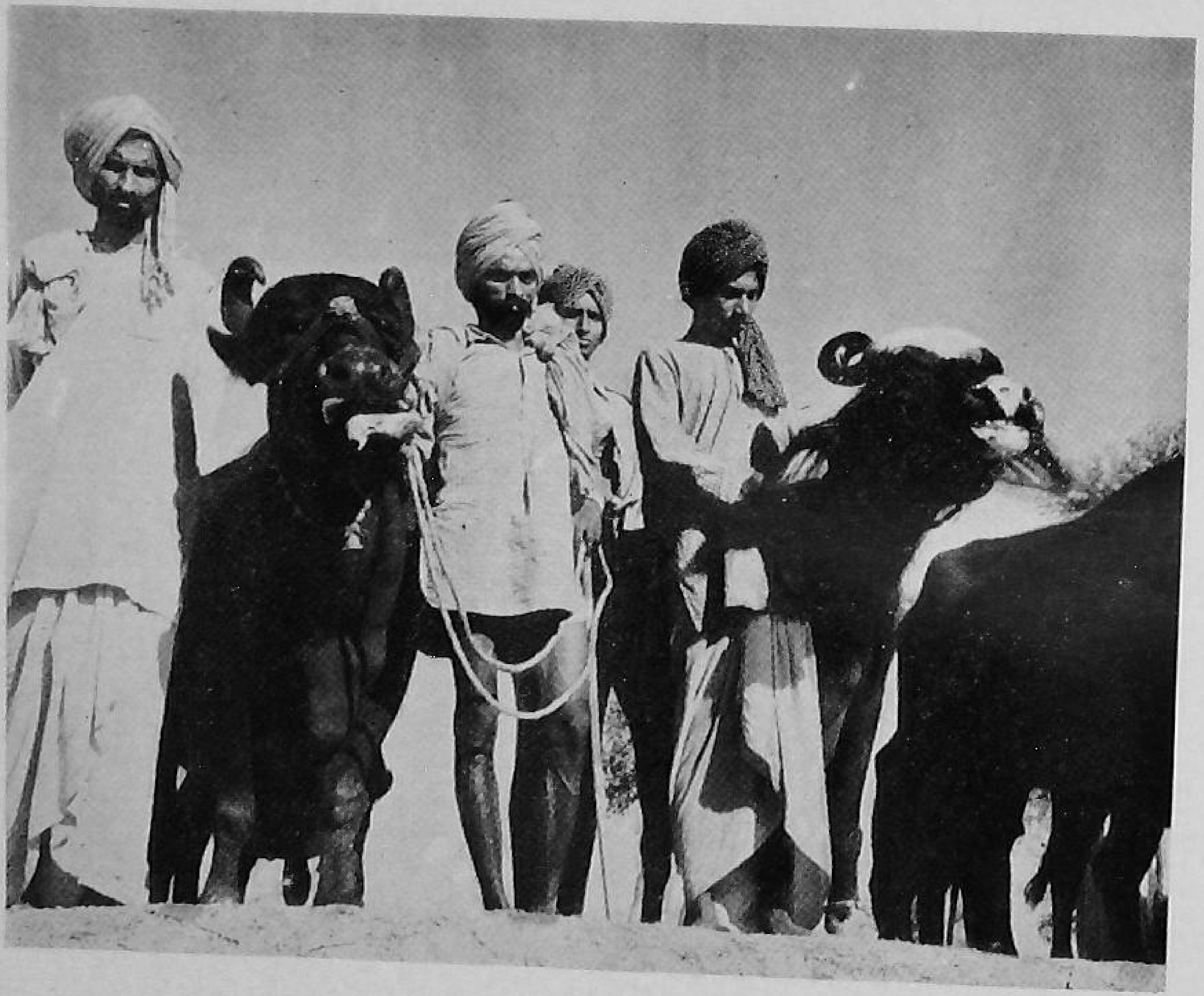
Apart from this, each instructor should be made responsible for proper running of one club. This will be useful in keeping contacts with the clubs when the trainees do not go to the villages. Staff members will receive an understanding of how a youth club is organised and strengthened.

### 2. Provision of additional physical facilities

Youth clubs may be allowed to utilise local school buildings or Panchayat ghars for their club meetings, other gatherings and for keeping the club stores, if any.

### 3. Measures for promoting follow up work

1. Field or demonstration days at the training centre.
2. Project days in the village.
3. Youth rallies at the training centres.
4. Annual sports and competitions.
5. Field trips to other successful clubs.



*Youth Club Members showing buffaloes reared by them to the participants.*

### 4. Need for additional financial resources

No additional financial resources are needed for the present.

### 5. List of economic projects considered most suitable in the present circumstances

The group suggested the following economic projects for adoption according to local conditions.

1. Kitchen gardening.
2. Crop raising.
3. Preservation of vegetables and fruits.
4. Dairy—calf rearing.
5. Poultry.
6. Simple projects on plant protection like control of Gandi bug, Saut and weed treatment, etc.
7. Piggery.
8. Home management—use of smokeless chulah, steam cookers, janta frigidaires, clothing (stitching of family garments) cooking and preparation of meals etc.

The group felt that any list of this nature could not be exhaustive and may be supplemented with new suitable projects.

**Item II (3)** : *Role of Rural Youth Clubs in gearing their programme to agricultural production in the present emergency and their participation in the Applied Nutrition Programme.*

The group felt that the name Young Farmers' Club created confusion and the old name Pilot Youth Club should be restored.

(*A*) *Role of Rural Youth Clubs in gearing up agricultural production during the emergency.*

The group fully agreed that in view of the present food crisis and national emergency the activities of youth clubs should be geared to agricultural production.

(*B*) *Effective involvement of young farmers in the Applied Nutrition Programme*

The group recommended that the boys and girls of the Pilot Youth Clubs may be fully involved in the Applied Nutrition Programme. Following suggestions were made :

1. Adequate training opportunities should be provided for the members and leaders of youth clubs in the production and proper consumption of protective foods.
2. During training camps, arrangements should be made for a balanced diet for the trainees.
3. Club members should take to balanced diet in their normal life.
4. Production of protective foods should be taken up as individual and group projects to provide balanced diet.

*Item II (4) : Coordination of the official and non-official agencies to youth activities.*

**1. Coordination at different levels.**

The group was of the opinion that in the growing stage of the club organisation, greater emphasis is necessary to coordinate with other agencies at the village level. At a later stage, coordination will also be needed at Block and State levels. Keeping aloof from party politics the club should have close coordination with the Panchayats. There should be a coordination committee at the Block level comprising of interested Panchayat members, school teachers, IFYEs of the area, staff of the GTC ad Block and representatives of non-official organisations.

**2. Steps necessary to make coordination effective**

The club should be informally associated with the activities of Panchayats and vice versa. The club should have one of the Panchs as its counsellor wherever suitable.

*Item II (5) : Training of officials and clubs members in youth work and the follow up programme to be undertaken.*

1. The group made these suggestions for making training more effective :

   (a) Training content should be based on the needs of the trainees, conditions of the locality and resources available.

   (b) The specialised training should be given according to the aptitude of the trainees in short duration courses.

   (c) Literature in the form of bulletins and pamphlets on the working of the clubs and the projects like poultry, dairy, etc. should be made available.

2. Steps recommended for follow up work by the training centres :

   (a) Each instructor should be allotted one club for close supervision, guidance and follow up.

   (b) Regular visits should be paid to the clubs by the concerned staff.

   (c) Timely technical guidance should be made available to the members and leaders.

   (d) Members and club officials should be occasionally invited to the training centres for discussion on the programmes and problems.

*Item II (6) : Utilisation of the International Farm Youth Exchanges for training and promotion of farmers and young farmers programme.*

**1. Need for scientific assessment of the contribution made by IFYEs**

The group felt that the IFYEs should have more contacts with the clubs in the area and that their experiences and training should be properly utilised. The group strongly felt that an evaluation should be made on the contribution of the IFYEs to the programme by the Directorate of Extension or the State Governments.

**2. Limiting factors in the proper utilisation of their training and experience gained abroad**

(a) Absence of planned programme to utilize the services of IFYEs.

(b) Adoption by IFYEs of professions divorced from rural life.

**3. Specific steps to be taken to make the foreign training more effective**

(a) It was felt that a proper orientation as to what is expected of them on return, should be given to the IFYEs before and after their visits to U.S.A.

(b) At least one month out of the time spent abroad should be reserved to give specialised training in the subject in which the IFYEs are interested, for example : Poultry, fishery, so that on their return home they may take up that programme on scientific lines.

(c) The programme of working with youth clubs in their neighbourhood should be planned. IFYEs should be associated in the training programme of youth workers.

**4. Basis procedures for the selection of participants**

After detailed discussions, it was decided that to make the IFYE programme a real success, the key was the selection of the participants. The following recommendations were made in this connection :

(a) The participants should belong to farming families and must reside in the villages.

(b) The participants should work on their village farms upon return.

(c) Preference should be given to those who have done outstanding work in Agriculture and youth activities in their village.

***Item II (7)*** : *Future programme of Rural Youth Clubs.*

(i) & (ii) Extension of programme to the selected Agricultural, Veterinary and Home Science Colleges in the country and in the Intensive Agricultural Areas.

The group felt that the programme should be extended to selected Agricultural, Veterinary and Home Science colleges in the country. In Intensive Agricultural Areas instead of opening new pilot youth clubs, attempts should be made to improve and revitalise the existing clubs.

Precautions necessary in the initial stages of introducing this scheme in new areas :—

1. The staff who are to be involved in this programme should be adequately trained in youth organisation work.
2. Selection of a village free from party politics and unhealthy rivalries.
3. Selection of a nucleus of suitable resourceful members and influential counsellors for the Club to start with.
4. Careful selection of projects based on local conditions and available resources.

*Work Group discussions in progress.*

## III. Training of Rural Women in Agricultural Production

The training of rural women in Agricultural Production programme suggested to the State Governments in the letter No. F. 13 (1)/64-Trg. III dated 2-7-64 (Copy at Appendix 'D') was approved with the following suggestions :

1. The training period should be from 3-6 days at the institutions or in the villages, according to local conditions.
2. Definite financial provision should be made for demonstrations, field trips, etc.
3. Training should be imparted through practical demonstrations on the topics useful to women in agricultural production.
4. Supply of suitable simple literature to rural women in agricultural production.
5. Exchange of farm women within the country.

**Item III** : *Foreign Training Programme*

The group strongly felt that the foreign training had enabled the participants to acquire a greater knowledge and insight into the theory and practice of extension education. This has helped them to organise, develop and sustain the extension programme in the institutions, in which they were serving. It considered the recommendations made by the Seminar on Extension Training (Southern Region) held at Bangalore in June, 1964 and also the Agenda notes for the Conference. The recommendations of the group under the different sub-heads are as under :—

**Item III (1)** *Assessment of the contribution made by the returned participants connected with the training Programme*

(i) In order to assess the contribution made by returned participants, it is imperative that the objectives of training are more specifically defined. Before the participants are deputed for training abroad a detailed work programme should be prepared and communicated to the State Governments who will finalise it in consultation with the agencies like USAID who are providing the training facilities. The programme of training should be framed so as to fulfil the felt needs of the sponsoring authorities. It should be chalked out sufficiently in advance to obtain the maximum benefit from the proposed training.

(ii) A detailed report on the training received should be submitted to the Development Commissioner on their return. To enable the sponsoring authorities to assess the extent to which the objectives of training are fulfilled by the actual work in the field by the returned participants, the Directorate of Extension may call for reports from the State Governments of the work the returned participants are handling and the achievements and the extent to which they have made contribution and improvement in their sphere of activities. The report may be prepared in consultation with the returned participants.

**Item III (2)&(3)** : *Limiting factors in the proper utilisation of training and experience of the trainees and specific steps to be taken to make foreign training programme effective*

(i) It was recognised that proper use had not been made of some of the participants after their return from abroad. The reasons are partly limitation of physical

facilities and partly administrative procedures and policies. Some of the physical factors are: differences in socio-economic conditions prevailing in India and countries of training abroad and also lack of specialised equipment. To a large extent these limitations cannot be helped. The trainees should suitably adopt their knowledge to local conditions and show inguenuity and creativeness in making their training useful and applicable. For this purpose, their supervising officers may provide necessary guidance and help.

(ii) Where possible, specialised courses of professional calibre should be developed for participants while abroad which are designed to fully meet the Indian conditions.

(iii) The evaluation study conducted by the Government of India had drawn attention to the factors which have resulted in limited utilisation of foreign training personnel. These are promotion : senority, creation and abolition of posts and transfers. The group strongly recommends that in order to make the best use of training abroad, the returned participants should be trained for work in the same field in which they have been trained. In case they are due for promotion, they should, as far as possible, be given promotion and fitted in the same field, even by creating super-numerary posts, if necessary.

(iv) An annual meeting of the foreign trained participants should be arranged at the State level. The concerned heads of departments and the State representatives of the USAID should participate in these meetings.

***Item III (4)*** *: Basis and Procedure for selection of participants*

(i) The participants may be selected according to priorities laid down for specific programmes on the basis of the felt needs of the concerned sponsoring institutions.

(ii) Only the best qualified officers consistent with other requirements may be deputed for foreign training in the specific fields.

(iii) The sponsoring authorities should initiate action well in advance and select a suitable number of officers for deputation abroad for training in a specified field indicating the order of preference.

(iv) A limited number of other officers, such as administrators, who have made outstanding contribution to the agricultural development and extension programmes should also be considered for observation and studs tours abroad for specific purposes.

## IV Farm Leaders Training Programme

***Item IV (I)*** *: The Group considered this subject in the light of the recommendations of the Seminar on Extension Training for Southern Region held at Hebbal and made the following recommendations*

(i) The programme of deputation of Farm Leaders must be revived.

(ii) The Directorate of Extension should undertake a systematic assessment of the contribution made by the returned participants. This assessment should be

made in co-operation with the Extension Wings of Agricultural Colleges and Agricultural Universities. Farmers' Organisations in the country may also be consulted and their assistance obtained.

(iii) The State Government should maintain a complete record of names, addresses and the special work being done by the returned Farm Leaders for the purpose of follow-up. In addition, there should be an annual conference of the participants to assess the work done by the returned Farm Leaders every year and improve the scope of training and work of these farm leaders.

(iv) Farm Leaders and IFYEs should be associated with the committees connected with Agricultural Production Programmes. It was noted that in certain States the returned Farm Leaders and IFYE's were not being utilised in local training programmes of farmers. It was, therefore, recommended that in such States the Governments may be requested to introduce organised participation of returned Farm Leaders and IFYE's in training programmes.

(v) An organisation, non-political, voluntary and democratic in nature should be built up with the specific purpose of utilising the training and experience of returned participants. To start with, the farmers' organisations may be requested to utilise fully the services of the returned participants in all their action programmes.

(vi) The farmers selected under this programme should be bonafide outstanding farmers and should be receptive to new ideas. They should be active members of one or the other farmers' organisations and should be willing to spare time and energy for the benefit of other farmers. However, in the case of farmers coming from places where there are no farmers' organisations, this condition should not be insisted upon.

The group also considered in detail the recommendations made by the Hebbal Seminar on the basis and procedure for the selection of participants. These were discussed at length by the group. One of the conditions to be enforced while selecting a farmer should be that on his return from foreign training, he shall develop a minimum of 10 holdings around his farm as well as his own farm as model farms. For this purpose, the Government of India may formulate a project involving the returned farm leaders and IFYEs, Gramsevak Extension Officers and the Block Development Officers for successful implementation of extension work by the returned farm leaders. The condition mentioned above may be included in the bond being obtained from the selected farm leaders.

(vii) The Selection Board at the State level should comprise representatives of the Agricultural and Development Departments and the State Farmers' Organisations. In the States where Selection Boards are not at present operating, they should be established and convened by the State Directors of Agriculture.

(viii) The selected participants should execute a bond not to join on return from training abroad any private, commercial organisation for a period of 3 years.

***Item IV*** (2) : *Scheme for Exchange of Farm Leaders*

The group recommended the scheme as drawn up by the Government of India and suggested the following :

(i) In the initial stage the farmers may be exchanged within the State. It would be useful to implement, even in the beginning, interstate exchange of farmers in a limited way.

(ii) "Boarding and lodging expenditure" which has been mentioned in the scheme may be termed as "allowance for the host" and "the pocket allowance" meant for visiting farmer may be termed as "allowance for the guest".

(iii) The group recommended that the following sentence in item No. iii of Para 3 of letter No. 7 (4)/63-Trg. III dated the March, 1964 issued by the Directorate of Extension, Ministry of Food & Agriculture may be deleted.

"If the response from the practising farmers is not encouraging, preference may be given to the young farmers, especially the outstanding members of Young Farmers Clubs in the attached blocks."

**V Miscellaneous Items**

***Item V (1)** : Subject-matter refresher courses for the Extension Officers and Instructors of GTCs.*

In addition to the recommendations made earlier, it was felt that the persons trained should be retained at the respective jobs for at least two years. The State Governments should ensure full utilisation of the seats allotted to them.

The Group feels that the Extension training and refresher training should be provided for all the extension officers working in the Blocks. Integrated courses of subject-matter and extension may be provided for the District level Officers also. Such a step will ensure effective implementation of the Extension Programme.

***Item V (2)** : Refresher courses of Instructresses of Gramsevika Traininng Centres*

(i) To avoid over-lapping the courses for the staff of Gramsevika Training Centres the Directorate of Extension should coordinate at Central level, the organisation of the various courses to be conducted by the Government of India.

(ii) A detailed programme for the financial year for all types of courses, to be conducted for the Instructresses including information regarding the number of seats allotted to each State, should be sent to the State Governments at least three months before the commencement of the financial year.

(iii) On receipt of the programme from the Government of India, the State Governments should so phase the programme of deputation as to ensure full utilisation of seats allotted to them.

(iv) To facilitate this, the State Governments should keep an upto-date list of Instructresses to be trained.

(v) The order of deputation should reach the concerned Instructresses at least two months before the date of the commencement of the course.

(vi) Arrangements should be made for the timely disbursement of the salaries, advances etc. to the Instructresses selected for training.

(vii) The trained Instructresses should be retained at the Gramsevika Training Centres for at least two years.

# PRESIDENTIAL ADDRESS

*by*

Dr. M.S. Randhawa, I.C.S.

*Director-General, Intensive Agricultural Areas and Special Secretary to the Government of India*

Your Excellency. Distinguished Guests and Fellow Workers :

I consider it a privilege to have this opportunity of extending a cordial welcome to you all at this Conference being held at Chandigarh, the capital of the Punjab and the garden city of India, which is known for its unique architecture and planned landscape throughout the world.

For effective implementation of this Community Development Programme, trained workers were required not only for dissemination of useful knowledge, information and assistance to the villagers but also for inspiring the cultivators to take up new ideas for all round development. This created a pressing demand for well-trained multi-purpose workers—Gramsevaks and Gramsevikas at the village level. To meet this need, in early 1952 pre-service training programme for Village Level Workers was taken up at five training-cum-development projects and later on 38 more Extension Training Centres were started. Due to heavy demand for VLWs in the early stages, the training programme had to be designed in such a manner that they were available at a short notice. At these institutions six months' training in Agriculture, Animal Husbandry, Cooperation, Public Health, Social Education, Extension Methods, etc. was imparted. It was realised in due course that this training needed reinforcement in Agriculture. Therefore Basic Agricultural Schools were established in 1953-54 where one year training in basic agriculture was organised, followed by six months training at the Extension Training Centres. Later on, it was felt that even this period of training was inadequate to equip the VLW for his important duties. Therefore. a decision was taken to replace the previous pattern by two years integrated training course in the year 1959. This has now been adopted in practically all the 100 institutions in the country. This shows that many changes have been brought about both in the content and methodology of training during the past 12 years.

It is recognised that VLWs in the present set up do not possess the necessary technical competence to deliver goods in the Package Districts and Intensive Agricultural Areas. It is imperative that immediate steps are taken to train an efficient cadre of VLWs who will be required to work in these areas. In recognition of this felt need, it has been decided to upgrade 20 selected Gramsevak Training Centres to a higher level where selected VLWs would receive higher training in Agriculture for a period of one year. Most of the State Governments have already taken steps to implement this programme.

In order to secure participation of women for increased agricultural production and home improvement, the Directorate of Extension also undertook the training of Gramsevikas at the Home Science Wings throughout the country. In addition to the training of front line workers—Gramsevaks and Gramsevikas, we took up the responsibility of providing refresher training opportunities to the Extension Officers (Agriculture and Animal Husbandry). The subject-matter refresher courses are also being orgainsed in collaboration with the State Governments at the selected Agricultural and Veterinary Colleges, and are designed to improve the professional competence of the Extension Workers by bringing them up-to-date with the latest developments in their subject-matter areas. Refresher training courses are also

*Shri Rizak Ram, Minister for Irrigation and Power, delivering Valedictory address at the National Conference.*

being organised for the experienced Village Level Workers who have put in 3-4 years of service. These courses help in filling the gaps, if any, in the initial training and also provide opportunities to acquaint them with the latest researches and developments in the field. The Gramsevaks and Gramsevikas are also expected to take up the work of promoting village institutions like Rural Youth Clubs and Mahlia Mandals. In order to provide adequate opportunity to study the working of Youth Club Work, short seminars are being arranged at various institutions on regional basis.

The Principals, Instructresses and Instructors of these Centres, though fully qualified in their subject-matter areas, had little opportunity of training in Extension teaching methods and techniques. We have established three Extension Education Institutes at Nilokheri, Anand and Rajendranagar where two months' courses are being organised in Extension teaching methods, techniques and communication media. Lastely we have also started similar courses for the Extension Officers (Agriculture and Animal Husbandry) with the objective of making the field workers more effective in their assignments.

There is a general feeling that graduates coming out of colleges, though technically qualified in the subject-matter field, lack the ability to work with the farmers. Extension Wings have, therefore, been set up at the Agricultural and Veterinary Colleges where the under-graduates are given thorough training in Extension education, methods, techniques and communication processes. Effective involvement of progressive farmers (Gramsahayaks) is essential for agricultural development. When these leaders take up improved practices themselves and involve their neighbours as well, the task of rural development moves at a faster pace. For training of progressive farmers, arrangements are being made at the selected institutions, farms, etc. where intensive training in Agriculture and other specialised fields will be arranged. Under the auspices of USAID, a number of Extension Workers have been sent abroad *viz.*, U.S.A. and Japan to undergo specialised training in Extension and other allied fields.

If we look back at the picture of training programmes in the years gone by, it will be observed that they have undergone significant changes both in content and methodology to meet the field requirements. In a democratic country like ours, no programme can be effective and successful unless the persons responsible for its organisation are associated with its planning and execution. To achieve this objective, the Directorate of Extension, have been organising Conferences and Seminars of State level officers, Principals and Chief Instructors, important decisions are taken which help in bringing about changes and improvement in the training programme. The credit for this goes to you all and I congratulate you for working hard to build up and improve the Extension training programmes in accordance with felt needs of the farmers.

Extension training programme has also been reviewed, from time to time, by expert committees and high level Conferences. All the earlier conferences and the present conference for which we have assembled here, aim at reviewing the programmes, exchanging and pooling experience so that we can benefit from each other's experience and also take decisions to plan for the future. After meeting the initial demand of Gramsevaks, the emphasis has now shifted from quantitative to qualitative aspect of training. I am sure during the course of your deliberations, you will give due consideration to this aspect.

I will now invite your attention to the Intensive Agricultural District Programme commonly known as Package Programme which was taken up in the year 1961-62. In these districts, the farmers are induced to adopt improved agricultural practices so as to achieve higher production. Facilities in the form of loans, fertilizers, improved seeds, etc. are being provided through the cooperative societies. The impact made by the working of IADP programme has prompted us to apply the same approach in the Intensive Agricultural Areas selected for Paddy, Wheat, Millets and Pulses. During the Kharif season of 1964, Intensive Agricultural Programme has been initiated in the Districts selected for Paddy Millets and

Pulses. It is, therefore, necessary that the VLWs who are to be posted in these areas are suitably oriented to the nature of duties they will have to perform. They should be thoroughly acquainted with the concept, objectives and working of IADP and Intensive Agricultural Programmes.

It is well known that there has been certain degree of hesitation on the part of the State Governments to build up these institutions on permanent basis. Doubts have been expressed about the role of these institutions after October, 1963 when the entire country was covered by the development blocks. I may like to lay stress here that many of the States are experiencing shortage of trained Gramsevaks and as a special measure, we have agreed to run condensed courses. These institutions will be required for all times to come for pre-service training for which demand is increasing due to various intensive agricultural production programmes. At the same time they will be needed for other training programmes for which they are suited. The Refresher Training of VLWs itself will keep all these institutions continuously engaged. I, therefore, feel that these institutions should be put on permanent footing as early as possible. We on our part have already taken steps in this regard.

I would not like to go into details of the agenda items. It is perhaps the first time that the programmes of Farm Leaders, Returned participants and International Farm Youth Exchanges are being discussed in such detail. I am sure all these items will receive your attention and you will give your suggestions.

It is a matter of privilege to us that your Excellency accepted our invitation to inaugurate this Conference. For this we are deeply grateful.

May I now request you, Sir, to inaugurate the Conference.

# INAUGURAL ADDRESS

*by*

Hafiz Mohammad Ibrahim

*Governor, Punjab State*

I am extremely happy to be associated with this National Conference of Extension Workers. It gives me a special sense of pleasure to have this opportunity of extending a very cordial welcome to the delegates representing the various States and International Agencies associated with Extension Programmes in the country.

I consinder it a great privilege that Government of India has selected the capital of Punjab as the venue of the Conference and has asked me to inaugurate it.

To my thinking, agriculture in our country is a barometer that indicates the progress of our developmental programmes and national re-construction projects. At present, as you all know, we are passing through a difficult situation in the matter of food production. Our rate of production has stagnated whereas on the other hand the population is increasing at a fast rate. The result is that we are importing more than 4 lakh tons of foodgrains every month. This situation casts a greater responsibilty on those who are incharge of agricultural production programme and this is a matter of serious concern to all of us.

Viewed in this context, in any programme of agricultural production, training of extension personnel has a very important role to play. It has assumed all the more significance on account of the present food crisis. The success of the various Agricultural Production Programmes launched or about to be launched in the field, depends on the effectiveness with which these workers are able to pass on their technical know-how and skill to the tillers of the soil. I am glad that this conference will examine the various facets of the Extension Training Programme and suggest suitable measures to make it more effective. The timing of this conference is also opportune, because, at the moment we are all engaged in the formulation of the Fourth Five-Year Plan proposals. The deliberations held and advice rendered by this conference will find a place in the programmes that we chalk out for the next Plan.

I understand that the Government of India is taking a number of steps to stream-line and improve the training programme for extension workers to suit the present day requirements. To improve the skill of the Village Level Worker, a special one-year-training course is being launched in 20 Gram Sevak Training Centres proposed to be up-graded for this purpose. I am sure, this step will improve the quality and competence of the workers who are in direct touch with the farmers. I understand steps are also being taken to provide opportunities to the Gramsevaks to go up for higher training leading to a degree in B.Sc. (Agriculture). All these steps are in the right direction and I hope this conference will give more thought and suggest suitable measures to improve the training programme.

Apart from the training of extension personnel, I attach the greatest importance to the training of farmers themselves. Ultimately they are the persons who have to do the job of increasing agricultural production. In fact it is so for their training that the quality and technical competence of the extension workers needs to be improved. I am happy to say that my State has already launched a programme for the training of progressive farmers, before every harvest. I am told that some other States too have undertaken similar programmes. Exchange of views on this subject should go a long way in making it still more effective.

I am glad to note that you will also be discussing the training programmes relating to Rural Youth. This is a very important section of our rural population and it is very essential

that they are vitally involved in the national re-construction programmes. They are the future farmers. If they are tuned to the philosophy of planned development, based on scientific know-how and technological advances at their impressionable age, the future of our programme will be assured.

I would like to conclude this address by reiterating my conviction that no contribution would be greater towards the welfare of the cultivator than the taking of science and technology to his door and assisting him through extension work to apply it in his farm. I am confident that through your deliberations in this conference, you will make some material contribution towards the achievement of this objective.

I have great pleasure in inaugurating this conference.

# AGRICULTURAL PRODUCTION ACCELERATION

*by*

Ray G. Johnson—Chief, Agriculture

*U. S. Agency for International Development*

The Government of India has recognized that an emergency exists on the "Food Front". It has placed agricultural production next to national defence in priority for attention.

There is a need. The Governor has just stated great amounts of foodgrains are being imported. Do you realise that the equivalent of two ten-thousand ton ship-loads a day come from my country to meet this emergency? They move more than half way round the world. Can you visualize what might happen if a crisis should prevent ships moving foodgrains? Those of us in this room do face an emergency. Agricultural production for the past 3-4 years has lagged behind human reproduction. Hence the food shortage—the gap is becoming wider.

Programs for meeting this emergency situation are evolving—but are still in the talking and planning stage. The producer—that is, the *farmer on the land must grow that food* and he has not been either effectively or adequately reached.

Basically we must furnish food at a faster rate than India's population increase. This means lowering the birth rate—or increasing the food supply. We are talking of the latter today. *To increase the food supply we import it or grow it.*

The farmer grows the food on farm land—Increase must come from either additional land—or more production per unit of land. You are not going to significantly increase the area of good cultivated land. Small gains in area could even be offset by loses in production capacity of present irrigated areas due to poor water management which causes the waterlogging and salinification one sees on every hand. This leaves us little alternative other than to concentrate attention upon improving production on present arable lands.

The production ingredients are the land, the farmer, the inputs of land preparation, seeds, fertilizer, pesticides, and the water. Your land is now producing the lowest yields of any major country of the world—yet in wide-spread demonstrations it responds tremendously to improved management. Your land is good. Let us look at your Indian farmer a moment. I am from California in USA. Some of our best farmers are Indians from this Punjab area—men who went to the USA or whose fathers went over to work. They acquired money, knowledge and incentive to farm. They acquired farm land. They have been successful beyond all dreams. Successful farming can be observed in every State in India. Hence we can say that there is nothing wrong basically with your farmers if you and I can activate him and train him to use modern techniques.

You have ample seed, fertilizer and pesticides to initiate training on agricultural production programmes. The shortages in quality and quantity will come two years from now if your training work reaches the farmer successfully. There are plenty of important people who are aware of this situation and are working on the problem. *They except that you and I will and can do our job with the farmer.*

Water gives us some room for responses. More water can come from better distribution in some cases—and from more and better use of tubewells. We have great opportunity from better use of the water we have. This requires better land levelling : and better laterals and better maintenance of the distribution system. It also means better care of land on rainfed areas—where 60% of India's production comes from anyhow.

*Work Group discussions on Home Science subjects in progress.*

You have the ingredients, hence, for increased production. They have to be brought together effectively and economically. The two ingredients which have massive potential for meeting your emergency are land and the man on the land—the farmer. Your job is to create a desire on the part of farmers to produce more ; to show how ; and to get the inputs for production activated on the farm land. That is our job.

Let us look at how we activate a farmer. First he must use better practices. Research results and good farmer experiences provide us the initial improved knowledge. You have enough of both to get started on an Agricultural Extension Program. Inputs must be available *when* the farmer wants them. That is not our job right now. Others are working on that. Finally the farmer must have the trained farmer advisers and farmer helpers when the farmer needs them and wants them. This is our job.

Yes—farmer incentives are important. He must be assured that he will benefit economically from using more and improved practices on his land. This means price guarantees and protection from "sharp" credit and market practices. Your Center Government is aware of this problem and is doing something about it.

Hence we come back to our responsibility—to develop and train *one good* farmer advisory service which reaches from Centre Government policy and funding down through the States to that man on the land—the farmer.

*The rate of acceleration of agricultural production will be in direct ratio to the confidence the farmer has in the agricultural advise* or technical workers most closely associated with him. Hence the agricultural production adviser should be divested of all functions and responsibilities which tend to lower confidence of the farmer—such as inspections, tax, collection, quarantine regulation enforcement, savings campaign implementation, sales and collections, etc. etc. He must know new practical and economical production techniques for at least the one main essential food crop of the area. He must be able to personally demonstrate and show the economics of these techniques—not just talk about new techniques. He must be able to demonstrate in a way which will stimulate and activate the farmer on whose land the demonstration is held—and then influence a large group of the surrounding neighbours. He must be willing to work when the farmer works, and out on the farm land. Five or six hours of work after ten A.M. is not enough.

A massive training or retraining program is faced—probably the largest one ever faced by any nation. It should focus upon the farmer and your agricultural technician who is the closest to the farmer. The rest of us are useless unless we can train, stimulate and activate these two groups. We are all important. Our knowledge and experience is essential—but there are so few of us with it. We are the trainers, and we are in short supply for the job ahead.

We must recognise the limited educational and experience background of those we train. Note that I do not say limited intelligence—I said limited education. We can only expect them to absorb well a very limited amount. Part they must absorb is new techniques—and just as important are some farm skills. The farmer must at first be shown, as well as be told.

The agricultural advisors to be trained will be for the greater part non-university graduates with little if any farm background. There should also be a reasonably large group of younger farmers. India is too large to expect to effectively train enough agricultural advisors the first year. It is my considered opinion that you will have to concentrate your efforts first on those geographic areas where the potential exists for greater and more rapid increase in production. You will probably find that it will pay greatly to concentrate upon the single most important food cereal of the kharif season and then upon the most important and essential rabi crop. The advisor will then have to learn the land preparation, seed and seeding, fertilization and pest control of that or those crops. He will probably not be able to learn and retain more

than this. He must learn well enough to gain and hold farmer attention and respect. Finally, the advisor must be definitely farm and farmer oriented.

The attitudes of the "farmer contacting" technicians are very important. His approach to his job should be one of service to the farmers. He must *work for* and *with* the farmer. Remember that farmers traditionally *look down* upon the man who tries to tell him "what" and "how" of farming at least until the new man gains the favourable attention and then respect of the farmer. Finally we will not be approaching success in our job until the farmers increase their production sufficiently for them to begin to worry about how they can market so much. That is when successes can be felt. The Indian nation will not worry about such surpluses for a few years at least.

Now in conclusion, India has a real food problem—it is so big and your population so great that it has become a world problem. The weakest link in meeting the problem is your farm advisory organisation. It has too few technically qualified and farm experienced people, too widely disbursed geographically and organizationally. The human resource with a technical background must be consolidated and focused upon areas of greatest potential for increased production of a few essential crops.

Your technicians and your farmers are rugged individualists and team work is needed; in fact I must say essential. Team work requires confidence in each other—reliance upon each other—giving of responsibility to others. Can you afford the luxury of the individualist ?

Most of you are not sure of yourselves, on the farmers level, doing the farmers' routine work on the farmers' land. Hence you lecture and "talk down" to the farmer. You are not going to gain farmer's confidence and respect unless this attitude and feeling can be changed. It can be. Many of us in this room have seen the trainee who has successfully learned to drive the ox well and to handle the land leveler well. We have no problem with him wanting to confine his action to words. He shows the farmer and he has a successful farmer following. Hence you may have to recognize that experience in farmer skills may be more important for the next five years than are degrees from universities. Eventually of course both are required for success.

A sense of urgency is mandatory if you are to meet an emergency. I was disappointed last week at the attitude shown by State delegates to the Intensive Agricultural Disrtricts National Conference in Delhi. The leadership know that an emergency existed—yet the delegates on the floor argued about their prerogatives far more than they gave honest attention to opportunities to meet the emergency.

You have real opportunities wheather looked at on the basis of per acre, per farmer or per technician. The hope for the future is that you will have a team which will have enough of you who think more of your country than you do of yourselves—Enough of your State leaders who think more of India than they do of States rights—and enough of your national leaders who fully recognise that agricultural production must come from responsive, better enlightened farmers.

You may have the world's biggest food production problem. You do have the world's biggest opportunity. Time in the hourglass is running out. The agricultural extension organisation can prevent an emergency from becoming a crisis.

# VALEDICTORY FUCNTION

## Remarks

*by*

Mr. R. S. Randhawa
*Commissioner Agricultural Production and Rural Development*

***Choudhry Sahib, Ladies and Gentlemen,***

It is a great pleasure to welcome you, Sir to this conference.

We were discussing the training programmes of Gramsevaks and Gramsevikas. Unless the staff at the ground level are competent, we cannot solve our food problem, and the problems the farmers in Punjab and other States have. The farmer is not content with improved agriculture. He wants scientific agriculture. It should be an industry. The farmer in Punjab says that Gramsevaks are of no use (i. e.) they are not adequately trained. Our Gramsevaks were good enough during 1st and 2nd Plan. But now they are not satisfied with their professional competence. There is demand for power sprayers, tractors, power tillers, motors, pumps etc. etc. The industry must produce these essentials at cheap rates and the extension workers have to be trained keeping in view the above requirements. This is a great challenge to us, administrators, and industrialists. It is equally important that the farmers should get adequate returns from scientific farming.

In view of the emphasis on increased agricultural production, it has been decided that the VLW should devote 100% of his time to Agriculture alone. This would need modifications in the revised syllabus. From experience it has been observed that candidates selected for training for VLW course do not have the required background of elementary science. Most of them have passed their Matriculation Examination without elementary science which makes it extremely difficult for them to grasp the technical aspects of Agriculture. This has resulted in not learning without understanding the underlying principles involved. To overcome this difficulty it would be helpful if during the two years' course, some time is allotted for physics and chemistry so as to equip these trainees with the required background. This could be easily accommodated in the syllabus by eliminating and/or adjusting some of the subjects that have no bearing on Agriculture such as Public Health, some aspects of General Planning and Community Development Administration and Cooperation. After careful consideration, it has been felt that certain changes in the syllabus would be necessary to make it applicable to the conditions existing in the Punjab State. These suggestions, which have been distributed to the delegates, can also be taken up by other States if found suitable. This is in accordance with the policy laid down by the Directorate of Extenison, Ministry of Food and Agriculture, Government of India.

We are very grateful to you, Sir, that you are taking keen interest in this direction. I am glad to report that everybody here, has been working day and night and their efforts have produced a good base to strengthen the programme. We do realise that the problem before the country is not the Chinese aggression but the food problem. We must accept this challenge and fight it out in the coming years.

I am very glad, Sir, that something substantial has been achieved from the three days deliberations.

# CONCLUDING REMARKS

*by*

Dr. S. R. Barooah

*Director of Extension Training, Ministry of Food and Agriculture, Government of India.*

This is the second National Conference on Extension Training and is being held after lapse of three years. Judging from the discussions that have taken place in this conference and from the recommendations that have been made, I feel, the conference has made a definite contribution towards the development of the programme of Extension Training in our country. I must congratulate my fellow extension workers who have devoted so much of their time, energy and thought in making the deliberations of this conference very fruitful, purposeful and practical. The job has been well done.

This conference has met at a very critical time when we are taking decisions regarding Fourth Plan programmes towards *problem-oriented* and *production-oriented* approach. I am glad that you have taken decisions to make the training programmes problem oriented and production oriented as much as possible. This will provide necessary incentive for increasing agricultural production.

Gramsevak and Gramsevika Training Centres have not been made permanent as yet in many states and as such Training Centres have not been able to develop properly with all the facilities required for effective training. I am glad to find that the conference has made definite recommendations as to make the Training Centres permanent. This will go a long way in improving the quality of training.

It is very essential that the training of Grmsevaks and Gramsevikas is oriented more towards agricultural production and it is made as practical as feasible. The Conference recommended that the training of the Gramsevikas should be on practical lines. A revolutionary change has already taken place in the State of Punjab in which 100% weightage has been given to Agriculture. The syllabus of the Gramsevikas has also been changed, given more weightage to a agriculture such as kitchen gardening, poultry keeping, storage of food grains etc. If we can mobilise sixty million farm women with the help of Gramsevikas, it will revolutionise agricultural production programmes. In the history of Extension Training, this will be one of the greatest contribution of this National Conference.

The competence of the Gramsevak must be improved further so that he can assist the farmers in technical know-how for increasing agricultural production. The conference has endorsed the decision taken by the Ministry of Food and Agriculture for the upgrading of 20 Training Centres to provide training to build up the competence of the Gramsevaks. I hope that with this training, the Gramsevaks will be able to assist the farmers in the Package and Intensive Agricultural Areas more effectively.

In the Fourth Plan it is proposed to accelerate all the training programmes and to initiate new programmes so as to make Extension Training as comprehensive as feasible, as meaningful as possible, and as purposeful as desirable. The conference has endorsed the various proposals made in the Fourth Plan for Extension Training. This will put the Extension Training programme not only on permanent but also on sound footing so that it can play its vital role for increase in agricultural production.

Fifty million rural youth must be fully mobilised for increasing agricultural production. These rural youths will be the farmers of tomorrow and will assist us in our programmes for

increased agricultural production for next 25—40 years, if they are given proper training from now onwards. I am glad to find that the Conference has recommended that the rural youth clubs should be re-vitalised wherever they have not been functioning well and new clubs should be formed where required, and they should take up economic projects so that the rural youths could learn the technical know-how of scientific agriculture.

The farmer is the backbone of agricultural production. We have to bring scientific knowledge to the door of sixty million farm families of India. This is only possible through intensive training of the farmer both in the package of practices and specialised fields. The conference has recommended that training should be taken up intensively and should be extended in such a way that as many farmers as possible are benefited and are given training on qualitative basis. This will be one of the most *massive* and *dynamic* programmes of Extension Training. If properly implemented, this programme will yield the maximum dividend.

The Conference has also recommended that progressive farmers should be utilised as much feasible in all the spheres of agricultural production and more particularly in the training programmes. It is very necessary that we should fully utilise their services in making the training programme practical.

The Conference has also recommended that the farm leaders as well as the officers who have been trained in foreign countries should be fully utilised in making the training programme effective. We have trained so far more than 300 farm leaders and officers. It is time we take full advantage of their training.

In conclusion I would like to emphasise that the purpose of the Conference will serve its purpose fully if we implement the recommendations early. As far as the Ministry of Food and Agriculture is concerned, I would like to assure that whatever recommendations have been made that require action on our part it will be taken as speedily as possible. I would like to request the representatives of the State Governments that they may kindly implement these recommendations quickly so that the recommendations do not remain on paper and are implemented in full with utmost speed.

I am sure if these recommendations are given due consideration by everybody and are implemented speedily and also followed up with sincerity of purpose and vigour, it will give the desired results.

Training is a must for all of us right from the farmer to the highest person in the official heirarchy. If we can train sixty million farm families, fifty million rural youths, 60 million farm women and thousands of extension workers and give them facilities, necessary inputs and desired encouragement, they will not only increase agricultural production of the country but will also be able to make our country a surplus one.

Thank you.

# VALEDICTORY ADDRESS

*by*
Shri Rizak Ram
*Minister for Irrigation and Power,*
*Government of Punjab*

Mr. Chairman, Dr. Barooah, Ladies & Gentlemen,

It gives me great pleasure to have this opportunity of being with you at a time when you have completed your deliberations at the National Conference for Extension workers. I feel highly honoured to be part of a group consisting of specialists, policy makers and Directors of Extension Training and Agriculture representing all parts of our country and the various foreign agencies that are taking active part in our agricultural development.

Since we attained freedom, we have been busy with National building activities. India adopted democratic system of Government and simultaneously took up the National Extension and Community Development Programme. Varying views have been expressed by public men and officials about the achievements of this programme. I personally do not share the view that the progress made under this programme has not been up to the mark. The biggest achievement of this programme to my mind, is that it has generated a spirit for dignity of labour and people's participation. The object for which this programme was taken up has been achieved and for that all concerned deserve congratulations. This achievement has developed among us a faith in the people's will to work. You are all concerned with work in the rural areas. Agriculture is the main work and you are vitally involved in its development. Mr. Randhawa has rightly said that in the Punjab the farmer is very progressive and is very keen to adopt scientific methods of cultivation. In other parts of the country also the farmer is on the march. But I would like to suggest that we must also concentrate on rural industries so that the rural India may not lag behind in this respect. With these introductory remarks, I would now refer to the specific programme for which you have met here.

A Conference of this nature is extremely significant at this juncture when the country is facing a crisis in agricultural production. I am glad that the Government of India decided to have it at a time when the proposals for the Fourth Five Year Plan are being finalised. I am sure that the decisions arrived at during this Conference will play an important part in the future programmes for improving agricultural production.

We have come to a stage when it is extremely important to review the progress made so far in the field of extension and training so that we can be sure of following the right path in formulating our future plans and programmes. There is no doubt that, to a large extent, our success in increasing agricultural production depends upon the calibre and technical knowledge of the personnel who are responsible for the extension programmes of our country. The items included in the agenda give me a clear picture of the vast area that has been covered by you.

I am glad to see that particular attention has been given to the training of the Gram-sevak about whose capacity and potentiality in the field there has been much difference of opinion. It is gratifying to note that along with the future training programmes, the question of properly equipping the instructional staff of the training centres has also been examined by you.

The emphasis on the training of youth is, to my mind, one of the significant features of these discussions. The attempt made in bringing together the experts in this field as well as

the youth leaders should lead to a more practical approach in this direction. Youth activities connected with agricultural projects and Expanded Nutrition Programmes will not only educate the young farmers to use scientific methods but also help their parents to accept new ideas. The emphasis on improving the syllabus for Gramsevikas and the organisation of the training programmes of associated women workers is also very essential. I am glad to see that attention has also been given to the training of farm leaders which will help bring about changes in our traditional system of agriculture. Many of our young men and women are sent to foreign countries for various programmes. It is necessary to take full advantage of the knowledge of the theory and practice of extension acquired by them. We must utilise every man and woman who could contribute towards improving farming methods.

Some of the recommendations you have made are extremely significant in the context of the problems that we are facing. The proposal for giving training to the village level workers for three years leading to a diploma in agriculture instead of the present two year course would, I am sure, increase his proficiency and confidence. The question of upgrading the Gramsevaks' Training Centres by equipping them with better facilities and better qualified instructional staff will also have its impact on the quality of the Gramsevak. Your deliberations on the coordination between research and extension training should have a definite advantage in improving the flow of technical knowledge from the Research Institutions to the farmers.

There is no doubt that adequate training of the various categories of personnel connected with agricultural development is extremely necessary. Such meetings help in bringing about significant changes both in the content and the method of training programmes. No programme can be effective unless the persons responsible for its organisation continually review the progress made with the object of improving their methods and approach. It is extremely important that the type of training given should have its effect on the farmers and help induce them to take up new methods of farming for producing more food. The urgency of the situation cannot be over-emphasised. I hope you will not be satisfied with merely discussing the problems in such Conferences. The effectiveness or your efforts here will depend not on the type of consultations arrived at but on their fruitful implementation in the field and to that end of you must strive. I have full confidence that you have considered these problems seriously and with honesty of purpose. It has been rightly pointed out during the inauguration that unless we ourselves know practical and economical production techniques, we will not be able to stimulate the farmers towards adopting them. The extension workers must be prepared to demonstrate the practical utility of their suggestions. If your deliberations have been on these lines, I am sure, the improved methods of training will definitely help improve the quality of our extension workers.

I thank you once again for giving me the privilege of associating myself with this Conference which will help in shaping the future programmes pertaining to the most pressing problem confronting our country.

# LIST OF PARTICIPANTS

## State Representatives

### Andhra Pradesh

1. Shri K. Ansari, Deputy Secretary to Government of A. P., Panchayati Raj Deptt., Hyderabad.
2. Miss Attiya Sultana, Director, Women's Programme, Hyderabad.

### Assam

1. Mrs. Farwell, Officer incharge of Women's Programme, Shillong.

### Bihar

1. Shri K. N. Prasad, Principal, ETC, Patna.
2. Shri Meshwar Misra, Project Extension Officer, Godda, Santhal Pargna, Bihar.
3. Shri R. N. Kwatra, Assistant Commissioner, Scheduled Caste and Tribes, Ranchi.

### Gujarat

1. Shri M. S. Patel, Dy. Director of Agriculture, Ahmedabad.
2. Shri P. C. Mehta, Principal, GTC, Junagadh.

### Himachal Pradesh

1. Shri A. R. Chauhan, Principal, GTC, Mashobra.
2. Miss Meera Bhalaik, Chief Instructress, GSTC, Mashobra.

*Non-official*

1. Mr. L. C. Stokes, Farm Leader, Kotgarh.

### Jammu and Kashmir

*Non-official*

1. Shri Surinder Singh, Farm Leader, Darvesh Pura, near Tanmarg.

**Maharashtra**

*Officials*

1. Shri V. B. Mandlekar, Director Training and Deputy Secretary to Government of Maharashtra, Bombay.
2. Shri S. N. Nandedkar, Parishad Agricultural Development Officer, Poona.
3. Shri A. B. Joshi, Principal, GTC, Kolhapur.
4. Mrs. Sushila Salunke, Chief Instructress, GSTC, Manjri.
5. Shri P. V. Salvi, Prof. of Agricultural Extension, Poona.

**Madhya Pradesh**

*Officials*

1. Dr. T. S. Gill, Director of Agriculture, Bhopal.
2. Shri S. D. Dube, Director of Training, Bhopal.

**Madras**

*Officials*

1. Dr. S. Krishnamoorthy, Director of Agriculture, Madras.
2. Shri A. Venkataraman, Assistant Development Commissioner (Training), Madras.

**Punjab**

*Officials*

1. Mr. R. S. Randhawa, Commissioner, Agricultural Production and Rural Development, Govt. of Punjab.
2. Shri O. P. Bhardwaj, Dy. Secretary (Dev.), Chandigarh.
3. Shri P. C. Sharma, Dy. Secretary (Dev.), Chandigarh.
4. Dr. A. S. Cheema, Director of Agriculture, Chandigarh.
5. Miss J. Mehtab Singh, Dy. Development Commissioner (Women's Programme), Chandigarh.
6. Shri G. B. S. Gosal, Director Training, Chandigarh.
7. Dr. Tejwant Singh, Principal, GTC., Nabha.
8. Shri K. Kirpal Singh, Director, Extension Education, Punjab Agricultural University, Ludhiana.
9. Shri G. S. Deepak, Information Officer, Agriculture Department, Chandigarh.
10. Shri T. S. Sohal, Professor of Extension, Agricultural University, Ludhiana.
11. Shri N. S. Kada, BDO and Panchayat Officer, Kharar.
12. Shri C. D. Sharma, District Agricultural Officer, Dharamshala.
13. Shri S. K. Sharma, State Nutrition Officer, Chandigarh.
14. Shri Hakim Singh, Land Development Officer, Chandigarh.

15. Shri Harnam Singh, Assistant Extension Specialist, Jullundur.
16. Shri S. P. Mehta, Social Education and Panchayat Officer, Nilokheri.
17. Shri Surjit Singh, BDO and Panchayat Officer, Nakodar.
18. Shri Premchand, BDO and Panchayat Officer, Majra.
19. Shri S. S. Gill, BDO and Panchayat Officer, Mani Magra.
20. Miss Komal Kant Kaur, SEO (Women) Kharar.
21. Shri Bhagat Singh, Panchayat Officer, Kharar.
22. Smt. H. K. Gill, Instructress, GSTC, Batala.
23. Shri Prem Singh, Gramsevak, Kharar Block.
24. Shri Turu Singh, Gramsevak, Kharar.
25. Shri Hardyal Singh, Gramsevak.
26. Shri Jagan Singh, Gramsevak, Ponchi Block.
27. Shri Gurbux Singh, Gramsevak, Majri Block.
28. Shri Pritam Singh, Gramsevak, Majra Block.

*Non-officials*

1. Shri Gopikrishna Khanna, Farmer, Panipat.
2. Shri B. S. Samundry, Principal, Khalsa College, Amritsar.
3. Shri S. Chanan Singh, Farm Leader.

**Rajasthan**

*Officials*

1. Shri B. L. Dashora, Director, Training, Jaipur.
2. Shri D. Sharma, Agriculture Information Officer, Jaipur.
3. Shri S. Sharma, Jt. Director of Agriculture, Jaipur.
4. Mrs. B. Mukerjee, Chief Instructress, GSTC, Kotah.

*Non-officials*

1. Shri Nilkant Sahu, Farm Leader and Journalist, Jaipur.
2. Shri Ram Singh, Chaudhry, Farmers Forum.

**Uttar Pradesh**

*Officials*

1. Shri T. P. Tewary, Deputy Secretary cum Deputy Development Commissioner, Lucknow.
2. Shri K. S. Shroti, Asstt. Dev. Commr. (IST), Lucknow.
3. Kum. C. Govind, Dy. Director, Women's Programme, Lucknow.
4. Shri K. C. Dube, Principal, GTC, Rudrapur.

5. Shri Jagannath Singh, Principal, GTC, Pratapgarh.
6. Shri M. C. Joshi, Principal, GTC, Hawalbagh.
7. Mrs. S. Haq, Chief Instructress, GSTC, Faizabad.
8. Miss Chakravarty, Chief Instructress, GSTC.
9. Shri S. D. S. Sharma, Dy. Director (Trg.). Lucknow.
10. Shri T. C. Sharma, Dy. Director (Trg.).
11. Shri Amar Nath Singh, Dist. Planning Officer, Bahkiach Di.

*Non-officials*

1. Shri P. P. Kapoor, Farmer, Railway Road, Kashipur, Distt. Nainital.

**West Bengal**

1. Shri S. T. Banerjee, Deputy Secretary and Deputy Commissioner, C. D. Calcutta.
2. Shri K. S. Banerjee, Jt. Director of Agriculture, Calcutta.
3. Shri J. C. Bhattacharjee, Asstt. Commissioner for C. D., Bhavan, Calcutta.
4. Mrs. Suranjita Chakravarty, CI, GSTC, Burdwan.

*Non-official*

1. Shri D. C. Chatterjee, Secretary, Farmers Forum, Cooch Behar Dist.

*U. S. A. I. D.*

1. Mr. Ray G. Johnson.
2. Mr. G. G. Gibson.
3. Dr. Ray Fort.
4. Mr. John H. Webb.
5. Dr. Edwin Bay.
6. Mr. Patterson.
7. Mr. W. J. Leetham.
8. Mr. E. M. Nelson.
9. Dr. W. B. Wood.
10. C. V. Mani.

*Ford Foundation*

1. Dr. R. W. Wilcox.
2. Mr. Sussman.

*U. N. I. C. E. F.*

1. Dr. Ram Das.

*Peace Corps*

1. Mr. Patterson.

*National Fundamental Education Centre*

1. Mrs. Bimla Bhatnagar, Lecturer in Home Sc., 38-A, Friends Colony, New Delhi.

*Young Farmers Association*

1. Shri B. J. Trivedi, Secretary, New Delhi.

*F. A. O.*

1. Miss Viola Fisher, Nutrition Officer, M/Food & Ag. (Agr.).
2. Mr. Haim Gratch.

*I. F. Y. E.* (America)

1. Mr. Jess Stairs.

*Ministry of Community Development & Cooperation*

1. Shri Rajinder Singh,
   Vice-Principal, Orientation & Study Centre,
   Nilokheri.

*Ministry of Food & Agriculture*

1. Dr. M. S. Randhawa, Special Secretary and Director General (IAA), New Delhi.
2. Miss Jyotsina Sud, Pool Officer, Deptt. of Food.

*Directorate of Extension*

1. Dr. S. R. Barooah, Director of Extension Training.
2. Shri C. L. Suri, Director of Administration.
3. Shri Bhoj Raj Singh, Jt. Director Extension Training.
4. Shri Sher Singh, Jt. Project Director.
5. Mr. S. Dantyagi, Joint Director.
6. Shri S. I. H. Naqvi, Dy. Director of Coordination.
7. Shri G. S. Baweja, Senior Extension Officer.
8. Miss Yasmin Morenas, Senior Home Economist.
9. Shri N. Perumal, Senior Extension Officer.
10. Mrs. N. V. Datt, Asstt. Home Economist.
11. Miss Shanti Chakravarthy, Regional Home Economist (E).
12. Miss Neelam Reikhi, Regional Home Economist (W).
13. Miss Malti Govilkar, Regional Home Economist (C).
14. Miss Padmasini Asuri, Regional Home Economist (S).
15. Mrs. Kanta Kapoor, Regional Home Economist (N).
16. Shri J. N. Chadha, *Superintendent (Grade I)*
17. Shri O. B. Kaushal, *Senior Tech. Asstt.*
18. Shri B. J. Meshram, *Youth Organiser (Male)*
19. Miss Kumud Verma, *Youth Organiser (Female)*
20. Shri R. P. Bhatnagar, *Senior Tech. Asstt.*
21. Shri K. R. Balasubrahmanyan. *Senior Tech. Asstt.*

*I. A. R. I.*

1. Dr. K. N. Singh, Professor of Agriculture Extension.

2. Miss Margret Naini, Home Economist.

*Extension Education Institutes*

1. Dr. H. W. Butt, Principal, EEI, Nilokheri.
2. Mrs. Kanta Kapoor, Lecturer in Home Economics and R. H. E. (N), EEI, Nilokheri.
3. Shri A. U. Patel, Professor of Extension, EEI, Anand.
4. Shri K. Bhaskaran, Reader in Extn. EEI, Rajendranagar (A.P.).

*Conference Staff*

1. Shri P. C. Sharma, Deputy Secretary Development, Chandigarh (Punjab).
2. Shri G. B. S. Gosal, Director Training, Chandigarh (Punjab).
3. Shri N. S. Kada, BDO & Panchayat Officer, Kharar (Punjab).
4. Shri Karnail Singh, Assistant Director Training, Chandigarh (Punjab).
5. Smt. H. S. Gill, Asstt. Instructress, GSTC, Nabha (Punjab).
6. Miss Komal Kant Kaur, SEO (Women), Kharar (Punjab).
7. Shri S. P. Mehta, SEPO, Nilokheri (Punjab).
8. Shri Sudarshan, Manager, Panchayat Bhavan, Chandigarh (Punjab).
9. Shri S. B. Durga, State Photographer (Punjab).
10. Shri G. S. Nagra, Instructor, GTC, Nabha (Punjab).
11. Shri G. S. Baweja, Senior Extension Officer, Directorate of Extn., New Delhi.
12. Miss Yasmin Morenas, Senior Home Economist, Directorate of Extn., New Delhi.
13. Shri J. N. Chadha, Supdt., Directorate of Extn., New Delhi.
14. Shri K. R. Balasubrahmanyan, Senior Tech. Asstt. Dte. of Exten., New Delhi.
15. Shri Rajinder Pal Chadha, Photographer, Dte. of Extn., New Delhi.

*Streering Committee*

1. Dr. S. R. Barooah.
2. Mr. G. G. Gibson.
3. Shri Bhoj Raj Singh.
4. Mrs. S. Dantyagi.
5. Shri G. S. Baweja.
6. Miss Yasmin Morenas.
7. Dr. H. W. Butt.
8. Shri S. T. Banerjee.
9. Shri T. P. Tewary.
10. Shri V. B. Mandlekar.
11. Shri O. P. Bhardwaj.
12. Dr. T. S. Gill.
13. Dr. S. Krishnamoorthy.

# BASIC MANUAL FOR ORGANISATION AND ACTIVITIES OF THE YOUTH CLUBS

*Guide to Rural Youth Organization.*

## Introduction

1. Background of the need for increased agricultural production, Community Development Movement in Rural areas, Panchayati Raj.

2. Problems of Rural Youth.

3. Importance of rural youth organization its needs and characteristics.

*Nature of Yuvak Mandal (Youth Club)*

A Yuvak Mandal is an association of village youth (boys and girls) pursuing the following objectives.

## Mandal Objectives

(a) to develop rural youth for their own sake, for their community leading to the development of the country and the world;

(b) to develop youth in respect of technical, managerial, and organizational skills both in civic and occupational spheres;

(c) to develop agriculture, local industry and the general economy according to the available resources to the yuvak mandal, keeping in view national priorities and emphasis;

(d) to develop a scientific attitude;

(e) to develop citizenship including mutual understanding respect and sympathy;

(f) to encourage spirit of adventure;

(g) to develop aesthetic sense and creative talents in youth;

(h) to train in cooperative enterprise;

(i) to improve the economic and social conditions of the members and their family; and

(j) to develop self-reliance ond pride and confidence in rural living.

## 2. Eligibility for Membership

(a) The age group may vary from 12-25 to avoid any difficulty in admission, though a classification may be brought in as 12-17 juniors and 18-25 as seniors in the club to keep up the interest, avoid dominance, and permit inter-mandal

association and competition on an equal basis. Experience indicates better response from the juniors. Wherever there is a yuvati mandal, separate from the mahila mandal, the group of the members may vary according to requirements. When in a club the membership of junior boys or girls increases to a responsible strength and the utility of the movement catches imagination in the village, youth club may be divided into two separate branches for junior and senior members.

(b) The membership should be open to all willing applicants irrespective of social, economic or religious distinction.

(c) There may be separate clubs for boys and girls. The membership should be open to both school and non-school going youth.

(d) The membership should be voluntary.

(e) It is essential that applicants agree to undertake individual and group projects.

## 3. Main Activities

(a) The club should be project centered in such as:

(i) Individual economic projects.

(ii) Group economic projects.

(iii) Community service projects.

(iv) Recreational sports and social projects.

(v) Educational and cultural projects.

(vi) Any other.

(b) Individual and group projects may be encouraged for the development of skills.

(c) The selection of project should be as far as possible by personal choice under the guidance of the adult counsellors keeping in view the national priorities and emphasis.

(d) Projects should provide opportunities of creative expression thereby developing the talents of the participants.

## 4. Essentials for strong clubs

(a) An adult counsellor with following qualities:

(i) Local residence, preferably from the village;

(ii) Highly motivated and concerned for youth welfare;

(iii) Loved and respected by younger generation;

(iv) Friendly and capable of inspiring the members;

(v) Understands and knows concept and procedure of the yuvak mandal;

(vi) Has belief in the ability of members to think and act individually or cooperatively;

(vii) Believes in democratic principles and procedures;

(viii) Capable of suggesting new ideas to others, rather than commanding them;

(ix) Has the confidence and respect of the community; and

(x) Possesses some skills.

(b) Selection and training of the leaders:

(i) The adult counsellors should be selected by the members of the Yuvak Mandal in consultation with the village panchayat and the extension officers and workers dealing with youth programme.

(ii) Care needs to be taken in selecting the right type of adult counsellors with qualities indicated earlier. Adequate time should be given for careful selection.

(iii) The content of the training programme for adult counsellors club leader should be worked out at the State level and modified suitably at lower level according to local needs.

(c) A balanced well-planned annual programme with economic activities as its core and recreational and cultural activities as supportive.

(d) The mandal should organize its programme on sound lines in consultation with the adult adviser.

(e) The club should have a sound performance and physical facilities like land, water and implements should be provided generally as a loan and in kind by interested individuals, the panchayat, school or government wherever needed and qualifies for assistance by its performance.

(f) A good mandal is non-political, non-sectarian and non-religious.

(g) A good club strives to increase the club membership.

## 5. Relation with adult community

(a) The school teacher, the cooperative and the panchayat should take active interest in the promotion of yuvak mandal and their worker should be given adequate understanding of their functions.

(b) The mandal with its well executed work should be given the assistance by the panchyat as a mark of its work.

(c) The functioneries of the block working at the village level should help the mandal with guidance, render assistance and closely observe its progress. The extension worker should give necessary technical guidance.

## 6. Internal organization of mandal

(a) The mandal should be self-governing, electing its own officers and conducting its own bussiness with advice of counsellors, officials/non-officials whenever required.

(b) Regarding the mandal for the girls, the same procedure should be adopted, if the mandal exists separately. But wherever it is a section of mahila mandal, the older member's advice may be sought.

## 7. Relation with School

(a) The school teacher may become a counsellor on the basis of his personal interest and ability. Mandal should have close relation with school.

(b) The yuvak mandal should make use of the recreational, physical and educational facilities available at the school premises.

(c) School should keep close contact with yuvak mandal and promote joint educational and service activities in the community.

## 8. Relation with panchayat and cooperative

(a) The yuvak-yuvati mandal should take interest in implementing developmental activities of the panchayat. The panchayat in turn should provide facilities and assistance for promoting developmental activities suited to yuvati/mahila/yuvak mandal.

(b) The existing service cooperative or other types of cooperatives in the village should give necessary assistance in training and assisting club members cooperation by involving them in their day-to-day activities and allowing them to attend their meetings as observers.

(c) The youth club should also have contacts with other non-official organisations, like young Farmers' Association, Bharat Sevak Samaj, Lok Kalyan Kshetra, etc. wherever possible and try to benefit from their finances and training camps in developing the youth organisations in the locality.

## 9. Training

(a) The training should be institutional and non-institutional through government or voluntary organizations.

(b) Training should be a regular and continuous process.

(c) Specialised training may be an award for attaining certain levels of performance.

(d) Separate training for girls in common projects may be organised if common training is not a possibility.

(e) The training programme should be systematically reviewed from time to time jointly by officials and voluntary organizations.

*II.* The training should be at the following levels :

(a) Training of adult counsellors.

(b) Training of youth leaders.

(c) Training of members of Yuvak Mandal.

(d) Training of field workers.

(e) Training of trainers and administrators incharge of the programme.

*III.* Suitable contents should be worked out at each level of training and adjusted to meet local conditions.

*IV.* The content of the training should have:

(a) Training in leadership.

(b) Training in organization.

(c) Training in production matters.

(d) Wherever specialised training is required in subject matter it should be provided.

**10. Steps in organizing the clubs**

(A) (i) Informal survey.

(ii) Preliminary community meeting to promote club, idea and to secure community support.

(iii) Creation of desirable atmosphere by promoting acceptance of the club idea through informal contacts with village leaders including the panchayats and parents.

(iv) Formation of nucleus of interested youth with common interest.

(v) Meeting of eligible youth to visit a successful club if available.

(vi) Training of members of youth organization at village level.

(vii) Election of temporary office-bearers.

(viii) Planning of programme and success of projects.

(ix) To locate and choose adult counsellors.

(x) Training of adult counsellors.

(xi) Subsequent meeting to plan, projects and execution of the projects.

(B) The formal meeting of the Yuvak/Yuvati Mandal should be at least once a fortnight on a fixed date.

They informally should get together as frequently as required according to the activities of the Yuvak Mandal from the starting and giving it a formal organisational structure.

11. Model constitution should be outlined by the Directorate of Extension which may be adopted with the necessary modifications by the Yuvak Mandals in the States as they grow.

## 12. Common Ceremonies, symbols, etc.

The youth movement must develop a national character and have a common flag, symbol, pledge, constitution and ceremonies for promoting loyalty to the country and national solidarity among the rural youth of today.

## 13. Organisational Structure

(a) A unit organisation should be developed at village level.

(b) A coordinating organisation should be developed at block level. Suitable functions and responsibilities should be worked out for block level youth organisation.

(c) As the youth movement developed at the village and block levels, suitable organisation needs to be provided at higher level.

## 14. Incentives and Awards

(a) The community should give recognition to the achievement and existence of the yuvak mandal.

(b) Group competitions and prizes on Annual achievement dairy.

(c) Exhibitions of products and produce of Mandal Project undertaken by Mandal Members.

(d) Publications of achievements and success, story of yuvak mandal along with illustrations and photos in local magazines and local papers.

(e) Providing opportunities to club members to take part in the important functions of local organization and community.

(f) Efforts to secure material and monetary assistance needed for the promotion of mandal activities from individuals, institutions and State.

(g) Study tours and Inter State Rural Youth Exchange.

(h) Opportunities for advance training.

## Suggestive Proforma for Reporting the progress on the Intensive Development of 5 villages

1. Name of the Village :

2. Distance from the Training Centre :

3. Data about the village :

   (i) Area of the village :
   (ii) Area under cultivation :
   (iii) Area double cropped :
   (iv) Area under principal crops :

### 4. Programme of work drawn up

*A. Production*

1. Village Agricultural Production Plan period.
   Yes/No

2. Programmes taken up for implementation :—

   (i) Land reclamation.
   (ii) Development of village pastures.
   (iii) Fruits and vegetable crops.
   (iv) Plantation of fodder/fuel trees.
   (v) Contour bunding.
   (vi) Drainage and flood protection measures.
   (vii) Levelling and bunding and terracing.
   (viii) Renovation of minor irrigation works.
   (ix) Construction of field channels.
   (x) Digging of compost pits.
   (xi) Intensive development of poultry.
   (xii) Development of fisheries.
   (viii) Construction of roads.
   (xiv) Construction & renovation of drinking water wells.
   (xv) Chemical fertilisers.

(xvi) Dry farming practices.
(xvii) Pests control measures undertaken.
(xviii) Village Cooperatives.
(xix) Agro-industries.
(xx) Others (specify).

*B. Mass Education*

*Programme taken up :*

(i) Community Radio Listening sets.
(ii) Cinema Projectors.
(iii) Rural Radio forums.
(iv) Special discussion groups.
(v) Information centres.
(vi) Supply of literature on the Emergency.
(vii) Enrolment of children in schools.
(viii) Adult literacy classes.

## Modified Draft syllabus of the one year Training Programme in Home Science for Gramsevikas

## EXTENSION PRINCIPLES & TECHNIQUES

*Objectives :*

(a) To understand the philosophy of Community Development and principles of Extension Education.

(b) To study the methods of working with individual, groups and community.

(c) To study the philosophy and organisation of Panchayati Raj in the State.

### 1. Five Year Plans, Community Development Programme and Panchayati Raj

(a) Brief history of India's independence.

(b) Preamble of India's Constitution.

(c) Fundamental rights.

(d) Our goal—to establish a democratic socialistic society based on freedom for an individual.

(e) Five Year Plans—major achievements of those Plans—Objectives and priorities of the current plan.

(f) The aims and objectives of the Community Development Programme.

(g) A brief review of the historical background of the Community Development Programme—Different types of C. D. and T. D. Blocks, their budgets and allocations for women's and children's programmes.

(h) Evolution of Panchayati Raj—the organisational pattern of Panchayati Raj in the State at district and block levels—Role of officials including Gramsevikas and Mukhya Sevikas and non-officials.

### 2. Introduction to rural life

(a) Rural Societies and the families therein, the problems of the families with special reference to agricultural production, growth of population, health, and sanitation, food, education etc.

(b) Characteristics or rural life—culture, customs, festivals, facilities for education, transportation, recreation, post office, etc.

(c) Social legislation affecting women—Hindu Code Bill, Sarda Act, etc.

**3. Extension Education.**

(a) Need for use of educational methods as against force for development of rural areas (in keeping with India's Constitution).

(b) Principles of Extension Education (AIDCAS)—(Attention, Interest, Desire, Conviction, Action, Satisfaction).

(c) (i) Extension methods for changing attitudes, teaching skills and communicating knowledge (ASK) (Attitudes, Skills, knowledge).

(ii) Method—Result demonstrations.

(iii) Audio—Visual Aids.

(iv) Home Visits.

(v) Working through village leaders and institutions.

(vi) Group discussion.

(d) Survey of the homes and families through home visits and other methods to prepare the background for the programme.

(e) Steps in programme planning.

(f) Promoting programmes for village women according to local resources, their felt needs and capacity.

(g) Drawing an overall programme within the block budget and other available resources in consultation with the beneficiaries and Extension Officer concerned.

4. The Programmes and activities of the Central Social Welfare Board with special reference to the Co-ordinated Programme of the Central Social Welfare Board in Community Development.

**5. Co-ordination**

Working co-operatively with—

(a) The Central Social Welfare Board Organisation with reference to grant-in-aid programme at the block and field levels.

(b) Non-official organisations like Bharat Sevak Samaj, the Kasturba Gandhi National Memorial Trust, the All India Women's Conference, Grameen Mahila Sangh and Y.W.C.A.

(c) People's organisations—Panchayats, Co-operatives, Vikas Mandals and Schools.

(d) Other Local organisations of women.

**6. Leadership Training**

(a) Qualities of a good leader.

(b) Developing leadership by—

(i) Organising fairs, melas and exhibitions;

(ii) participating in training camps.

(iii) participating in the activities of Panchayats, Panchayat Samitis, Zila Parishads, Mahila Mandals, etc.

(c) Training programme for Associate Women Workers.

(d) Training programme for women at Panchayati Raj Training Centres.

**7. The Gramsevikas**

(a) The role of the Gramsevika as a member of the team of Community Development Block.

(b) Essential qualities of a Gram Sevika.

**8. Evaluation**

Methods of evaluating the progress of one's own projects in relation to the objectives set.

# VIII. AGRICULTURE AND ALLIED SUBJECTS

## Objectives

(a) To give guidance to rural women in their agricultural work.
(b) To help in the increase and diversification of food products in the villages.
(c) To help in getting balanced diets for all.

**I.** *Important factories governing growth of crops* —10 hours.

1. Soils.

2. Plant nutrients.

   (a) Important plant nutrients.
   (b) Deficiencies of plant nutrients.
   (c) How deficiencies are made good

      (i) Organic manures—compost, farmyard manure, oil cakes, etc.
      (ii) Green manure.
      (iii) Chemical fertilisers.

3. Tillage.

   (a) Preparatory cultivation :

      (i) Levelling;
      (ii) Bunding;
      (iii) Seed bud and care of nursery.

   (b) Implements.

4. Seed—selection, treatment and storage.

5. Agronomic practices.

6. Irrigation and economic use of water.

**II.** *Important field crops grown in the area in which the Gramsevika is to work.* —30 hours.

(All the crops grown in the area may be mentioned. For intensive study, however, only take two Kharif and two Rabi crops. And information regarding the following items be given. The practices with which women are directly concerned should be specifically and intensively taught).

1. Season in which grown.

2. Approximate yeild per acre and its comparison with yields obtained by following improved practices.

3. Local and improved practices in respect of four selected field corps—

   (a) Seed—selection, treatment and storage.

(b) Manures and fertilisers.
(c) Tillage.
(d) Agronomic practices.
(e) Weed control.
(f) Water use.
(g) Plant protecion measures.
(h) Winnowing and threshing.
(i) Storage of grants.

4. Information regarding schemes under which financial assistance is available from Government to farmers.

III. *Vegetable gardens.*—15 hours

1. Planning of kitchen garden throughout the year.

2. Lay out of gardens—kitchen garden.

3. Propagation and seed sowing.

4. Preparation of land and planting.

5. Important vegetables of the area perennial, seasonal and biennial—leafy vegetable, roots and tubers, salad crops and vegetables like tomatoes, brinjals, bhindis etc.

6. Plant protection measures.

IV. *Fruit garden.*—5 hours.

1. (a) How to dig the pit ;
   (b) Filling up the pit and
   (c) Planting and after-care of sappling.

2. (a) Cultivation of fruit trees like Papaya, Bannana, Guava, Citrus, Cashew, Coconut etc. in the backyard and homested garden.
   (b) Nutritive value of the fruits mentioned above.

3. Information regarding schemes under which financial assistance is available from Government to the farmers.

VI. *Dairy farming*—10 hours.

1. Important breeds recommended for the area—their characteristics.

2. Study of feeds.

3. Sanitary milking.

4. Care of calves.

5. Care and methods of preparation of milk products, like Dahi, Cream, Cheese, Butter and Ghee.

6. Improved cattle sheds.

7. Information regarding schemes under which financial assistance is available from Government to the farmers.

VIII. **Poultry-30 hours**

1. Important breeds of poultry for egg and table purposes.
2. Selection and culling of poultry.
3. Natural and artificial incubation.
4. Breeding and rearing of chicks.
5. Feeding and mixing of feeds.
6. Intensive and semi-intensive system of poultry keeping - deep litre system.
7. Construction of cheap poultry houses.
8. Control of common diseases.
9. Defertilisation of eggs.
10. Marketing of eggs and poultry.
11. Economics of poultry keeping.
12. Management of a 100-layer unit.

    Information regarding schemes under which financial assistance is avaible from Government to the farmers.

VIII. **Sericulture** (wherever possible.)

1. Knowledge of the stages of growth of silk works.
2. Breeding and maintenance of silk worms.
3. Formation of cocoons.
4. Spinning and weaving of silk.

    Information regarding schemes under which financial assistance is available from Government to the farmers.

IX **Bee-keeping** (wherever possible)

1. Maintaining an apiary.
2. Domestication of local bees.
3. Extraction of honey.
4. Storage and marketing of honey.

Information regarding schemes under which financial assistance is available from Government to the farmers.

X. **Fisheries** (Wherever possible)

1. Rearing fish for the family.

2. Information regarding schemes under which financial assistance is available from Government to the farmers.

Note : For items, Sericulture, bee-keeping and fisheries, the total time allotted will be 10 hours. Wherever these subjects are not taught, the allotted 10 hours may be utilised elsewhere.

**Suggested distribution of hours for the different subjects.**

*The distribution of periods has been worked out on the assumption that 40 weeks will be available for the instruction and that 7½ hours per day for 6 days in a week will be utilised for teaching purposes*

| *Group—wise subjects* | *Theory* | *Camp practical* | *Field practical* | *Total and percentage* | |
|---|---|---|---|---|---|
| Group I extention & Agri-Production & consumption and allied subjects. | | | | | |
| 1. Agril. & Allied subjects | | | | | |
| Agriculture | 65 | 140)- | 54 | 394 | 54.9% |
| Poultry | 30 | 50) | | | |
| Dairy | 10 | 10) | | | |
| Bee-keeping, sericulture and Pisciculture. | 10 | | | | |
| 2. Foods & Nutrition. | 50 | 70 | 55 | 175 | |
| 3. Extension Principles. | 85 | 55 | 260* | 400 | |
| Group II Home Science. | | | | | |
| 1. Mother & Child care including Balwadi Trg. | 44 | 20 | 64 | 128 | |
| 2. Home Management and family relations. | 40 | 55 | 20 | 115) | 28% |
| 3. Health & Sanitation. | 25 | 38 | 60 | 123) | |
| 4. Clothing. | 28 | 60 | 40 | 128) | |
| Group III Basic Institutions & Programmes for Women & Children. | | | | | |
| 1. Three basic Institutions (Panchayat, Cooperation and school). | 36 | 10 | 34 | 80) | 18% |
| 2. Socio-Economic programme. | 20 | 80 | 20 | 120) | |
| 3. Women & Children's Programme. | 15 | 20 | 65 | 100) | |
| Total | 453 | 638 | 672 | 1763 | |

* 150 periods out of 260 should be utilised for practising extension principles and techniques through agricultural practices.

1. Appart from above class teaching, camp and filed practicals, there will be job training for 30 days. That should preferably be done during the 9th month of the training period.
2. An educational tour of 10 days should be conducted.
3. 10 days are kept apart for final examination.
4. 15 days are allotted for vacation.
5. 50 days are counted for Sundays & other holidays.
6. Field practicals during the village visits should be done for approximately 18 hours a week. This can be adjusted, according to the local needs and seasons.

## APPENDIX 'D'

*Copy of the letter No. F. 13(1)/64-Trg. III dated 7th July, 1964, from Shri Y.N. Varma, Extension Commissioner to the Government of India, Ministry of Food & Agriculture, New Delhi, addressed to all the State Governments.*

**Subject** : *Training of rural women in agricultural production programmes.*

Sir,

Please refer to this Directorate letter No. F. 9(30)/63-Y.M./Trg. III dated the 15th May, 1963 on training of Yuvati and Mahila Mandal members in increased agricultural production programmes. It is nearly a year since this programme was taken up in most of the States. So far approximately 100 camps have been organised and about 2,000 members trained all over the country in improved techniques of agriculture. The officers of this Directorate also had occasion to participate in some of these courses. It is gratifying to note that the response from the State Governments in organising these training programmes and more particularly of village women who participated in these courses has been very encouraging. The emphasis on agricultural production in these courses has definitely created an interest among women and has proved their utility in imparting scientific knowledge to them. It is, however, felt that this training which has been more of a generalised type should be followed by specific job-training in various field operations with which village women are concerned. To start with, such a training may be attempted on specific techniques of raising food crops like paddy wheat, millets, pulses and vegetables etc. other items of production may include compost making, seed selection and protection of stored grains. The States have already launched a programme of intensive cultivation of these crops. Progress has also been made in organising comprehensive programmes of training of farmers in improved techniques of production of these crops. Unless this is supplemented by a similar programme of training of village women on items with which they are concerned, the impact on raising yields is bound to be limited.

Keeping the above considerations in view, the following suggestions are made for training of village women in specific skills involved in raising crops :—

(*A*) *Objective and Approach* :

The training during the current year may be confined only to food crops such as paddy, wheat, millets, and pluses. The objective should be to impart scientific knowledge in those items of the "Package of Practices" which are undertaken by women. For example, in case of paddy, operations such as seed treatment, raising of nursery and transplanting, inter-culture practices etc. fall in the domain of activities of women. The attempt should be to improve the skills of these women in these particular operations. The approach to training should be selective for a limited number of willing rural women and specific.

(*B*) *Location* :

A limited beginning may be made during this year by selecting only those intensive agricultural districts where a Gramsevika Training Centre is located and which have Yuvati and Mahila Mandals functioning actively.

The training should, as far as possible, be imparted in the villages where Mahila Mandals have been organised. Alternatively the Gram Sevika Training Centres may also be

selected as the venue. The attempt should be to de-centralise the programme and make it completely practical.

(*C*) *Subject-matter content and duration* :

The training should be based entirely on the "Package of Practices" being recommended for the crops taken up for intensive cultivation. Only those operations in the "Package of Practices" with which village women are concerned may be selected for training. The training in all these operations should be imparted before the commencement of the crop season. This training should be step by step and should include all the operations in the "package" with which women are concerned. Detailed syllabus for such training should be drawn up well in advance. The duration of the course should be of one to three days.

The above training should be followed with training in specific skills or jobs that a village women is required to perform on her field at perticular time. This training should fit in with the time schedule of a particular crop. Thus it may be necessary to organise these short half to one day duration programmes two or three times during a crop season.

The training should be imparted jointly by the staff of the Gram Sevika Training Centre and the Agricultural Extension Officers of the block. In certain cases assistance may have to be taken from the subject-matter specialists or district level officers who have been provided for each of the intensive cultivation districts.

(*D*) *Number of Trainees* :

For successful implementation of this training and for giving each participant the chance to practice the skill which she is expected to acquire, it is suggested that the number of participants in each course should not be allowed to exceed 15.

(*E*) *Financial implications* :

It is not proposed to award honoraria or other allowances to the trainees in such courses. There may, however, be no objection if refreshments are provided during the duration of the training at the discretion of the organisers. The expenditure may be met out of the funds of intensive cultivation programmes.

It is suggested that a beginning may be made in organising such training at least in one or two districts during the current year (kharif season) so that the programme could be expanded further in the light of experience gained. The action taken may kindly be intimated to this office.

## APPENDIX 'E'

### End-Use Audit of AID Extension Project 007

Under the Mutual Assistance agreements beetween the Government of India and the United States, and end-use audit of materials supplied under the project agreement at dollar cost is required. The procedure includes a check of procurement records at the Centre allocation and shipment records to states, state records of receipt and distribution ; visits by auditors to project sites where items are inspected and a determination made as to whether the items have been utilised in keeping with project objectives.

Where items are not utilised, steps should be taken to transfer to locations where they can be used. When it is determined that a reasonable effort has been made to utilise such items and this is documented in the statements of responsible officers the purposes of the audit will have been satisfied. If this should not be done, the Government of India would be called upon to refund the cast in dollars to the U.S. Government.

[illegible] procurement of these items took place several years ago under the direction of different Indian and American technicians. As a general rule, these items were intended to meet one or more of the following objectives...

1. To be used in training and demonstration programs ;

2. To be used in conducting tests to determine suitability and adaptability to local conditions ;

3. To be used as a prototype in the development of models for Indian manufacture.

As a means of satisfying the requirements of the end-use audit, the following procedure is suggested :

a. For each un-utilised item of equipment or group of similar small items obtain the following information :

   ... Name of description of item (s)
   ... Present location
   ... Purpose for which procured
   ... A statement by the responsible officer that the equipment has been utilised for intended purposes...or that it is unsuited to local use and is available for transfer where such can be utilised.

b. The above information should be obtained on a separate form for each item. For those items listed for transfer it would be up to the state officials to transfer or to document that the items are not suited for use within the state.

The purpose of the foregoing is to suggest a means by which the states can document their bonafide efforts to utilise the equipment as originally intended. If this procedure is followed, it should be possible to answer the questions raised by the end-use audit.